

AGREEMENT

**BY AND BETWEEN THE
TOWN OF SMITHTOWN**



AND

**CSEA, LOCAL 1000 AFSCME,
AFL-CIO**



**TOWN OF SMITHTOWN FULL-TIME UNIT #8757-00
SUFFOLK COUNTY LOCAL 852**

JANUARY 1, 2018 – DECEMBER 31, 2022

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ARTICLE ONE

INTRODUCTION

A. EFFECTIVE DATES

The terms of this contract shall be effective as of January 1, 2018 and shall remain in full force and effect until December 31, 2022, except as otherwise expressly provided herein.

All terms or conditions of employment currently in effect shall remain in effect except as otherwise provided herein.

B. TOWN RECOGNITION

The Town recognizes the Civil Service Employees Association, Inc. Local 1000, AFSCME AFL-CIO (CSEA) as the sole and exclusive bargaining agent and representative for its employees and agrees to continue to do so subject to the orders of the New York State Public Employment Relations Board (PERB), courts, and the decisions and determinations of any arbitrator acting under this Agreement, for the maximum period permitted pursuant to Section 208(c) of the Civil Service Law.

C. CSEA OBLIGATIONS

CSEA obligates itself for its members and for all employees of the Town for whom it is a recognized bargaining representative that it and each of its members and employees will faithfully perform all the terms and conditions of this Agreement on their respective parts to be performed.

D. MANAGEMENT RIGHTS

Except as expressly abridged, delegated, granted, modified or limited by other provisions of this Agreement, all of the authority, rights, powers and responsibilities possessed by the Town are retained by it, including but not limited to the right, power, and privilege, subject to the Civil Service Law, to determine, direct, control and change the mission, purposes, and policies of the Town; to determine, direct, control or change the nature and extent of all of its operations, the facilities, methods, means and number of personnel required for the conduct of Town programs; to create and abolish positions; to carry out the examination, selection, recruitment, hiring, appraisal, retention, promotion, assignment, reassignment, or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to delegate statements for each class of position and to allocate or reallocate new or existing positions in accordance with Law, to demote, discipline,

ARTICLE ONE
(continued)

INTRODUCTION

D. MANAGEMENT RIGHTS (continued)

suspend or discharge employees for cause in accordance with the Law and the provisions of this Agreement and to relieve employees from their normal duties for any legitimate reason; to introduce new equipment, methods, or facilities or change existing methods; to make and enforce rules and carry out the functions of management.

The Town shall also have the right to contract out in “urgent” situations, after consultation with the Union President or chain of command. An “urgent” situation for purposes of this section shall be defined as an occurrence or state of affairs which necessitates a priority response by the Town because it poses an impending risk or detriment to the Town or to the health, safety or general welfare of its residents.

The Town shall also have the sole and absolute right to subcontract or reassign from unit employees to non-unit workers, including private contractors, the pick-up and transportation of household appliances and furniture and the sole and absolute right to subcontract or reassign from unit employees to non-unit employees, all tree stump work including cutting down of the tree, grinding and/or removal of the stump, removal of the wood and/or woodchips or other debris, backfill of the resulting holes or voids, and coverage of the area with fill, topsoil, seed or plantings. The picking up of furniture and mattresses shall be performed by carters under contract with the Town. The rights of management are not subject to grievance procedures or arbitration.

ARTICLE ONE
(continued)

INTRODUCTION

E. TITLES EXEMPT FROM THIS AGREEMENT

All Elected Officials	Environmental Protection Director
All Part Time, Seasonal & Temporary	Executive Assistant to the Supervisor
Accountant (1 Position)	Executive Director of Youth Bureau
Administrative Assistant (Personnel)	Government Liaison Officer
Administrative Assistant (Town Board)	Law Assistant
Animal Shelter Supervisor	Legislative Secretary
Assessor IV	Management Analyst
Assistant Director of Traffic Safety	Management Technician
Assistant Drug & Alcohol Prog. Coordinator	Network Communications Manager
Assistant Environmental Protection Director	Planning Board
Assistant Superintendent of Recreation II	Principal Management Analyst
Assistant to the Assessor	Public Information Officer
Assistant Town Director of Public Safety	Public Works Capital Projects Manager
Assistant Town Director Facilities Mgmt.	Sanitation Supervisor
Assistant Town Attorneys 1, 2, 3, 4	Secretary to Planning Board
Assistant Town Engineer	Secretary to Superintendent of Highways
Assistant Town Parks Director	Secretary to Supervisor
Assistant Town Parks Maintenance Director	Secretary to Town Attorney
Assistant Town Planning Director	Senior Assistant Town Attorney
Associate Administrator (Personnel)	Senior Citizens Program Director
Board of Zoning Appeals	Senior Citizens Program Supervisor
Building Official	Senior Civil Engineer
Building Permits Coordinator	Solid Waste Coordinator
Chief Building Inspector	Superintendent of Recreation II
Chief Environmental Analyst	Superintendent of Sanitation & Sewage
Clerk of the Works	Systems Analyst
Community Relations Assistant	Town Attorney
Data Processing Supervisor	Town Budget Officer
Deputy Superintendent of Highways	Town Comptroller
Deputy Supervisor	Town Director Facilities Management
Deputy Town Assessor	Town Director of Public Safety
Deputy Tax Receiver	Town Director of Traffic Safety
Deputy Town Attorney	Town Engineer
Deputy Town Clerk I, II & III	Town Investigator Town Attorney's Office
Deputy Town Comptroller	Town of Smithtown Building Director
Director of D&A Counseling Services	Town Parks Director
Director of Environment & Waterways	Town Parks Maintenance Director
Director of Facilities Management	Town Parks Supervisor
Director of Finance	Town Personnel Officer
Director of Labor Relations	Town Planning Director
Director of Resource Recovery	Town Purchasing Director
Director of School Age Child Care	Water District Superintendent
Drug & Alcohol Program Coordinator	Waterways Management Supervisor

ARTICLE TWO

CSEA GENERAL MEMBERSHIP INFORMATION

A. UNIT OFFICERS

CSEA represents that the officers of the Smithtown Unit are as follows:

<u>Office</u>	<u>Name</u>
President	Christopher Downer
1 st Vice President	Linda Bisesi-Schettini
2 nd Vice President	Dominick Acquista
3 rd Vice President	Eileen Burke
4 th Vice President	Brian Alvar
Secretary	Wayne Allgaier
Treasurer	Russ Sokol

CSEA agrees to notify the Town forthwith of any change either in Officers or structure of the Association.

B. RELEASE TIME

The President of the Smithtown Unit of the CSEA and/or his/her designated representative shall be entitled to attend the conventions of CSEA and authorized meetings thereof, with no loss of time or pay, provided reasonable notice is given to the appropriate department head and the Town Personnel Officer.

Employees who are designated or elected for the purpose of advising on grievances or assisting in the administration of this Agreement shall be permitted a reasonable time off, free from their regular duties, to fulfill these obligations which have as their purpose harmonious and cooperative relations between employer and employee and the uninterrupted operation of the government, provided notice is given to the appropriate department head and the Town Personnel Officer. All time for union officers, representatives and delegates for grievances, arbitration representation, other than as material witness or grievant, shall be charged against the annual allotment of union release time.

Union officers and delegates (representatives) shall document all “union time” including time, place and general nature of activity or business and submit same to the Town Personnel Officer.

ARTICLE TWO
(continued)

CSEA GENERAL MEMBERSHIP INFORMATION

C. MEMBERSHIP

Every person who is first appointed on or after January 1, 1979 to a full-time position in the Town, in a title deemed to be in the bargaining unit shall be eligible to become and remain a member in good standing of CSEA, upon payment thereto, of the bi-weekly membership dues of CSEA, which shall at all times be in compliance with applicable law and court decisions.

The Town shall allow duly appointed union representatives to meet with new employees to attend a new member orientation (NMO) meeting. It is to be at the work site, during work time, for a reasonable amount of time and without requiring employees to charge leave time.

D. DEDUCTIONS (DUES, ETC.)

The Town agrees to deduct from the salaries of its employees, membership dues and/or life, auto and accident insurance deductions from employees who voluntarily and individually authorize the Town Board to deduct and transmit the monies to CSEA. The employee's authorization shall be in writing and in a manner consistent with Section 93B of the General Municipal Law and Chapter 392 of the Laws of 1967.

Deductions shall be made uniformly and consistently on each payday of the month. Funds so collected shall be transmitted to the Treasurer of the Civil Service Employees Association Inc. Local 1000 AFSCME AFL-CIO, 143 Washington Avenue, Albany, New York.

Deductions authorized by any employee shall continue as so authorized unless and until such employee notifies Payroll in writing as to his/her desire to discontinue or change such authorization.

The Civil Service Employees Association Inc. Local 1000 AFSCME AFL-CIO assumes full responsibility for the disposition of funds once they are transmitted to CSEA.

E. EMPLOYEE REPRESENTATION

It is agreed that CSEA will represent any member of the bargaining unit employed by the Town if that employee requests such representation.

ARTICLE TWO
(continued)

CSEA GENERAL MEMBERSHIP INFORMATION

F. STRIKES AND WORK STOPPAGES

CSEA and the Town Board recognize that strikes and other forms of work stoppage by civil service employees are contrary to law and public policy. CSEA and the Town Board subscribe that differences shall be resolved by peaceful and appropriate means without interruption of normal duties necessary to the operations of Town government.

CSEA therefore agrees that there will be no strikes, work stoppage or other concerted refusals to perform work covered by this Agreement or any instigation thereof.

G. LABOR-MANAGEMENT AND SAFETY COMMITTEE

A Labor-Management and Safety Committee shall be established consisting of three (3) employees or their designees representing CSEA and three (3) members designated by the Town Board. Said committee shall meet the first week of each month at a mutually convenient time and place. Each party shall provide annual January notice of their respective permanent members and shall serve at least five (5) working days' notice to each other of any attendees expected at the next upcoming meeting except those considered as permanent committee members. The purpose of said committee shall be:

1. To discuss matters of grievances, working conditions, tuition reimbursements and implementation of this Agreement.
2. To evaluate the safety characteristics of equipment used by Town employees where said equipment has been questioned pursuant to Article Seventeen, Paragraph B. The judgment of a majority of the members of the Committee shall be conclusive with respect to said issue.

H. RETIREMENT PLAN

The Town agrees to continue in force, subject to any mandatory modifications as may be required by law, rule or regulation, the Retirement Plan in effect as of December 31, 1978.

ARTICLE TWO
(continued)

CSEA GENERAL MEMBERSHIP INFORMATION

I. CSEA BULLETIN BOARDS

It is agreed that at least one bulletin board shall be reserved at an accessible place in each department for the exclusive use of the CSEA for the purpose of posting materials dealing with official CSEA business.

J. OFFICE SPACE

The Town agrees to provide space to CSEA to be used for office purposes. The area shall be in the lower level of the Town building at 40 Maple Avenue, Smithtown, NY.

K. AGREEMENT

CSEA will print the Collective Bargaining Agreement and provide sufficient copies for all management, full-time CSEA employees and Town Board members.

L. TRAINING

1. Employees may use a Town operated truck for required Commercial Driver License (CDL) testing as scheduled by the employee and the Town.
2. Employees who participate in Town mandated training shall be compensated at their regular rate of pay for hours in attendance and shall be reimbursed for required course registration.
3. Employees may request time off and expenses for participation in directly job related courses, seminars and workshops, all of which is subject to written approval of the Town Board.

ARTICLE THREE

GUIDELINES FOR APPOINTMENT FOR POSITIONS IN THE LABOR AND NON-COMPETITIVE CLASS

As a necessary condition to the establishment of these guidelines, CSEA agrees that no action contemplated, taken, deferred or not taken by the Town Board under these guidelines shall be the subject of grievance procedure or arbitration. CSEA further recognizes that these guidelines are advisory rather than mandatory in nature.

A. Guideline One

No position in the service of the Town, whether vacant or newly created, other than at the entry level, is to be filled by other than a current Town employee, except where the Town shall determine that it is in the best interests of the efficient operation of Town government to select a qualified applicant from outside the Town service.

B. Guideline Two

An announcement of all newly created positions and all vacancies which a department intends to fill shall be posted on the CSEA bulletin board in the department, in the Personnel Office, and in such other locations as the Town Personnel Officer may deem appropriate for the proper notification of interested employees.

C. Guideline Three

Minimum qualifications for all positions may include specific qualifications, either experience or education in addition to the minimum qualifications prescribed by the Suffolk County Department of Civil Service, where, in the opinion of the department head, such additional qualifications would serve to limit the competition to persons who could reasonably be expected to perform the necessary work at a highly competent level. Any such additional qualifications shall be related to the functions performed within the particular vacancy to be filled.

ARTICLE THREE
(continued)

GUIDELINES FOR APPOINTMENT FOR POSITIONS IN THE
LABOR AND NON-COMPETITIVE CLASS

D. Guideline Four

Where the qualifications as defined in Guideline Two, work and performance records, and employee evaluation records of two or more applicants are substantially equal, seniority in Town service, as defined in Article Six, Paragraph A of this Agreement shall be the determinant for appointment.

E. Guideline Five

Any questions or disputes as to the qualifications of a given applicant for a given position shall be referred to the Town Personnel Officer for decision. This decision shall not be subject to grievance or arbitration procedures.

F. Guideline Six

The Town agrees to provide a written explanation for any denial of promotion or appointment to each applicant for such promotion or appointment. The decision of the Town, in each such appointment or promotion shall be final and not subject to grievance or arbitration procedures. CSEA recognizes that the explanation provided for above is informational in nature and is not a necessary condition to the completion of the appointment process.

ARTICLE FOUR

PROBATIONARY PERIODS, SECTION 75 (DISCIPLINARY ACTION) AND EMPLOYEE FILES

A. PROBATIONARY PERIODS AND SECTION 75

All employees who are appointed from a Civil Service eligible list, who have successfully completed the required probationary period shall be afforded the protection of Section 75 et seq. of the Civil Service Law. All other full-time employees shall be required to serve a twelve month probationary period, except as otherwise provided by law. Employees promoted to positions in the non-competitive class shall serve a probationary period of six months. At the successful conclusion of the probationary period, said employee shall be afforded the protection of Section 75 et seq. of the Civil Service Law.

B. LAST CHANCE AGREEMENT

The “Last Chance Agreement” shall become a part of the Town Alcohol and Drug Testing Policy. Employees who fail their alcohol or drug tests shall be required to sign the Agreement.

C. DRUG & ALCOHOL POLICY

The expanded Drug and Alcohol Policy is effective as of October 2014.

Up to eight (8) follow-up tests (including the return to duty test) per policy violation shall be paid for by the tested employee.

A committee consisting of five (5) members appointed by the Supervisor and five (5) members appointed by the union president developed guidelines for a drug and alcohol testing policy, in addition to the policy in addition to the policy cited in Letter C above.

ARTICLE FOUR
(continued)

PROBATIONARY PERIODS, SECTION 75 (DISCIPLINARY ACTION)
AND EMPLOYEE FILES

D. EMPLOYEE FILES

Upon written request, an employee, shall be entitled to examine his or her official employment personnel file. The Personnel Department shall reproduce for the employee, upon his or her request, any materials in the file. The official employment personnel file for Highway Department employees shall be maintained by the Highway Department, except for competitive class clerical and office positions.

No material derogative of an employee's conduct, service, character, or personality shall be placed in the file unless the employee has had an opportunity to affix his her signature upon the actual copy to be filed with the understanding that such signature merely signifies that the employee has read the material to be filed and does not necessarily indicate agreement with the contents. If the employee is afforded such opportunity and refuses to sign the document, a notation to that effect shall be placed thereon and the document shall be placed in the personnel file.

The employee shall have the right to respond to any material in said file and the employee's response shall be attached to the file copy.

Any derogatory material in any employee's file will be sealed after 18 months and not reviewable by any other employee except an employee designated by the Town Board or the Town Attorney.

ARTICLE FIVE

PROMOTIONS AND POSITION CHANGES

A. SALARY INCREASE

Any employee who receives a promotion shall be guaranteed a salary increase of not less than five percent (5%). The salary of the promoted employee shall be allocated to that step of the new salary grade which most nearly corresponds to the employee's salary immediately prior to the promotion, provided that the difference between the old step and the new step is at least five percent of the old step.

Where application of the above would place the employee's new salary above the maximum established for the new grade, the employee shall receive a salary increase of five percent of the salary immediately prior to the promotion, in lieu of step increment.

Effective July 1, 1999, the promotional wage rate for an employee shall be equivalent to the employee's hourly rate of pay immediately prior to the promotion, multiplied by 1.05. Nevertheless, if there exists an hourly rate of pay in any step in the grade of the promotional title that is within five cents (\$.05) plus or minus, of the foregoing promotional wage rate, such hourly rate of pay shall govern.

If the promotional wage rate does not correspond to an hourly rate of pay in any step in the grade of the promotional title, the employee's hourly rate of pay on the next step movement date shall be the rate in the first step in the grade of the promotional title with an hourly rate higher than the promotional wage rate at least 2% higher than the then current promotional salary/hourly wage rate.

Notwithstanding the above, in no case may a promotional salary increase place an employee above the top step of the applicable salary schedule.

B. DEFINITION

For purposes of this Article only, promotion or position change shall mean permanent, temporary or provisional appointment of a member of the bargaining unit to any position with a salary grade allocation higher than that of the employee's position prior to the new appointment.

ARTICLE FIVE
(continued)

PROMOTIONS AND POSITION CHANGES

C. RETURN TO PREVIOUS POSITION

Where an employee is returned to a previously held position in a lower salary grade either by voluntary demotion, disciplinary action, failure during the probationary period, layoff bump or retreat, position reclassification, or operation of law, the employee's new salary shall be allocated to that step in the lower grade which the employee would have achieved had the promotion never occurred.

D. POSITION IN LOWER GRADE

Where an employee is appointed or demoted or bumps to a position in a lower grade, which position the employee never held previously, the employee's salary shall be calculated as if the employee had been actually appointed to the lower grade position on the date of the appointment to the higher grade.

E. CIVIL SERVICE – CHANGE IN TITLE

Where the Department of Civil Service has implemented or implements a change in the title of a position or class of positions to better describe the duties thereof, but there are no material changes in the duties of said positions(s), the new title shall be allocated to the same salary grade as the old title.

ARTICLE FIVE
(continued)

PROMOTIONS AND POSITION CHANGES

F. CIVIL SERVICE – NEW POSITION

Where the Town creates a new position which the Department of Civil Service classifies in a title not shown in Article Nineteen, or where the Department of Civil Service reclassifies an existing position other than in the manner described in Section E above, to a title not shown in Article Nineteen, and the Town determines pursuant to Section 201 of the Civil Service Law that the position should be included in the bargaining unit, the Town shall allocate the title to the appropriate grade after consultation with the Town Personnel Officer and the Labor-Management Committee. The decision of the Town in such allocation shall be deemed a subject of negotiation under this Agreement.

G. POSTING OF NOTICE

All notices of openings/vacancies shall be forwarded to the CSEA Unit President.

ARTICLE FIVE
(continued)

PROMOTIONS AND POSITION CHANGES

H. NON-COMPETITIVE AND LABOR CLASS PROMOTIONS

In the case of promotions for vacant or newly created non-competitive and labor positions, such promotions shall be filled by selection from the three most senior employees in a department who have successfully completed the appropriate training program(s), meet minimum qualifications for the position and have expressed interest in the promotion in writing. Said training programs may be waived for an individual employee with the approval of both the department head and the CSEA.

1. IN SERVICE TRAINING PROGRAM

A regular and defined “in-service training program” shall be established in all Town departments. This training program shall be used to familiarize employees with the procedures and techniques necessary to perform the duties of any position for which they may be eligible.

- a. The in-service training program shall be defined as an opportunity for employees to train on equipment or perform tasks outside of their permanent position in anticipation of the opportunity to be entered into a formal training program.
- b. The in-service training program shall be posted. The posting shall be for no less than ten (10) business days.
- c. All eligible employees shall be given the opportunity to participate in the in-service program. All employees interested in participating in the program shall sign up and only those employees who actually sign up shall be given the opportunity to participate.
- d. A copy of the posting shall be directed to the Town Personnel Officer, who shall issue a copy to the Unit President forthwith.

ARTICLE FIVE
(continued)

PROMOTIONS AND POSITION CHANGES

1. IN SERVICE TRAINING PROGRAM (continued)

- e. The duration of the in-service program shall not exceed a total of forty (40) hours per employee, said forty (40) hours will be designated at the discretion of the department head, but under no circumstances shall any one employee participate in said program in excess of forty (40) hours. The forty (40) hours need not be consecutive, but must be completed within a three (3) month period.
- f. During said in-service program, all employees participating shall be evaluated in writing upon completion of the program. A copy of the evaluation shall be given to the employee and the Town Personnel Officer at the completion of the program.
- g. The in-service training program shall be conducted within normal working hours.
- h. Employees participating in training programs for CDL positions must enroll in the Town's random drug and alcohol testing pool.

This training program and its administration shall be a proper subject for discussion at the monthly meeting of the Labor-Management Committee.

ARTICLE FIVE
(continued)

PROMOTIONS AND POSITION CHANGES

2. ON-JOB TRAINING PROGRAM

CSEA agrees that the Town may establish a formal “on-job training program” wherein an employee may be placed in a position other than that to which he has been permanently appointed for a period not to exceed six months, during which period the employee shall be paid at the salary established for his permanent position. CSEA further agrees that any employee in such a program may be returned to his permanent position at any time during such training period at the sole discretion of the Town. The Town agrees that satisfactory completion of the “on-job training program” shall entitle the successful employee to the first available permanent appointment in the new title, subject to a further probationary period of six months. The salary to be paid the employee so appointed shall be determined in accordance with Article Nineteen of this Agreement. Employees participating in training programs for CDL positions must enroll in the Town’s random drug and alcohol testing pool.

I. OTHER

The Town and CSEA (Union) mutually agree to develop a training program for the titles of Labor Crew Leader I, Highway Labor Crew Leader and Town Maintenance Crew Leader. It is only upon completion of this training program that an employee may apply for a promotion and/or vacancy.

The department head may use for promotion a review of the candidate’s attendance, lateness, job performance and official personnel file. For purposes of evaluating attendance and lateness, “time abuse” shall be defined to mean only those instances where an employee has been docked for taking time in excess of his/her accrued time. Job performance shall be defined as an employee’s ability to adequately complete those tasks related to his/her current title.

ARTICLE SIX

SENIORITY AND REDUCTION IN FORCE

A. SENIORITY

Each department in the Town shall establish a seniority list.

SENIORITY SHALL BE CALCULATED FROM THE DATE OF ORIGINAL PERMANENT APPOINTMENT FOLLOWED BY CONTINUOUS FULL TIME SERVICE WITHOUT INTERRUPTION.

No credit for seniority purposes shall be granted for any employment which is seasonal, temporary, part-time or occasional.

B. REDUCTION IN FORCE

If, at the sole discretion of the Town, reductions in force become necessary, the Town and CSEA agree to abide by the Civil Service Law and the Suffolk County Rules for the Classified Service. For positions not encompassed therein, in the non-competitive or labor class, the following procedures shall be used:

1. Subject to Sections 85 and 86 of the Civil Service Law, layoffs will be made within each department within each classification according to seniority as it is defined above.
2. Any permanent, full-time employee may retreat by displacing the incumbent with least seniority who is serving in a position in the title in which the displacing incumbent last served on a permanent basis prior to service in the title from which they are currently laid off or displaced. Retreat shall occur only where the position in the title formerly held is occupied in the same department and the incumbent has less seniority than the displacing incumbent.
3. The service of the displacing incumbent in the title to which he/she is retreating need not have been in the same department as the one from which he/she is displaced.

ARTICLE SIX
(continued)

SENIORITY AND REDUCTION IN FORCE

4. Any employee may also retreat to a position in a title which that employee last held on a permanent basis although there was intervening service on other than a permanent basis.

5. Where a title change has been affected to better describe the duties of a position, but the duties have not substantially changed since the displacing employee last served in that title, the new title will, for retreat purposes only, be deemed to be comparable to the former title.

6. Before hiring a new employee, the available work will be forwarded to all employees laid off in the same classification by sending a written notice to the employee by certified mail, return receipt requested, directing him/her to return to work at a date and time not less than five nor more than ten days from the mailing of such notice. Failure of the said employee to report as required shall be deemed refusal to work.

For positions not encompassed within Civil Service Law and the Suffolk County Rules for the Classified Service, the obligation of notice and recall shall only be for the period of twelve (12) months from the time of actual layoff. Further, any recalled employee shall be placed at his/her step and grade at the time of layoff and shall resume contractual benefit eligibility but with no credit for any time during the layoff period. This provision shall be effective with ratification of the agreement and shall not be retroactive.

ARTICLE SEVEN

LONGEVITY PAYMENTS

A. LONGEVITY PAYMENT PLAN

There shall be established a longevity payment plan as follows:

1. Seniority for the purpose of receiving payment under this section shall be determined in accordance with Article Six, Section A of this Agreement.

2. Longevity payments shall be as follows:

	<u>Years of Continuous Service</u>	<u>Longevity Payment</u>
For Employees Hired BEFORE March 21, 2019	10 Years	\$ 500
	15 Years	\$1,350
	20 Years	\$1,650
For Employees Hired ON or AFTER March 21, 2019	15 Years	\$1,350
	20 Years	\$1,650

3. Longevity payments shall be made semi-annually. Employees who achieve their seniority dates by June 30th shall receive payment the second payroll period in July of the same calendar year. Employees who achieve their seniority dates after June 30th shall receive payment the second payroll period in January of the following calendar year.

4. No payment shall be made to any person who has terminated or interrupted service prior to his/her seniority date.

5. Payments under this section shall be made in a lump sum subject to such deductions as may be required by Law. No payment made under this section shall be considered part of salary or wages for any purpose under this Agreement.

6. Uninterrupted full-time service to the Town in provisional status will be credited toward earning longevity payments.

ARTICLE EIGHT

WORK HOURS

A. Standard Workweek:

The normal work week for all town employees, except for those employees in departments or positions listed in subsection F below, shall be 35 hours per week, exclusive of one hour for lunch, consisting of Monday through Friday, commencing at 9:00 am and terminating at 5:00 p.m.

B. Summer Hours:

During the months of July and August of each year, said work week for said employees shall be 30 hours per week, exclusive of lunch hours, commencing at 9:00 a.m. and terminating at 4:00 p.m. Vacation days, sick days, personal leave days and all other paid leave days taken by an employee shall be charged at the rate of a seven (7) hour work day.

C. Basic Work Day:

Except as otherwise noted below, the basic work day shall be 7 hours per day for all employees listed in Position Allocation List "A" except as otherwise noted in subsection F below, and 8 hours per day for all employees listed in Position Allocation List "B".

D. Flexible Scheduling:

The CSEA agrees that the Town may schedule the work hours of non-clerical employees of the Engineering, Building, and Assessor's Departments on a flexible basis, not consistent with current practice, provided that no employee shall be required to work weekends as part of said schedule. This section shall not apply to clerical employees.

Public Safety Department employees may request to exchange tours with an employee in the same title which will not result in overtime pay for either employee. Such requests must be submitted in writing, signed by both employees, to the Department Head at least five (5) calendar days in advance. Such requests are subject to approval at the sole discretion of the Department Head, and such approval must be in writing or the request is deemed to be denied.

Effective March 21, 2019, the employer shall have the right to adjust the starting time of a normal work day for any employee. This adjustment shall not be greater than one (1) hour either at the start or the end of the day unless agreed to by the Town and CSEA.

E. Breaks:

The Town shall allow employees to have a ten minute coffee break in the morning and a ten minute break in the afternoon, except as otherwise stipulated below.

F. **Table of Exceptions:** (Note: The hours herein may not reflect the most current hours)

TABLE OF EXCEPTIONS

Department	Work Hrs.	Summer Hrs.	Meals	Breaks	Work Wk.
Animal Shelter* Non-clerical	8 - 5 (8:00-4:30 Saturdays & Sundays)	8 - 4:30	1 hr. (1/2 Hour sum. and Sat. & Sun.)	Yes	5 days includes Sat. & Sun.

*Animal Control Officers may be called any hour of the night by the Police Department or the Town. It is also agreed that the Town will alternate Animal Control Officers on weekends and during the week on night call. Effective August 9, 2016, one Animal Control Officer will work one shift per week between 11a.m.- 8p.m. (Summer hours will be 11:30a.m.- 8p.m.) and one ACO may be required to work one shift per week between 10a.m.-7p.m.

Building Dept. All Inspectors work 40 hr/wk.	7:30 – 4:30	7:30 – 3:30	1 hr.	Yes	5 days
Comptroller	8 – 4 flex schedule	8 – 3 flex schedule	1 hr.	Yes	5 days
Engineering Dept. Clerical	8 - 5 varies	8 - 4 varies	1 hr.	Yes	5 days
Highway Dept. Clerical	7-3:30	7-3:30 varies	45 min.	15 min. (1)	5 days
Highway Dept. Road & Shop	7- 3:30**	7-3:30	45 min.	15 min. (1)	5 days

** Highway – One 15 minute break. Night Shift: 3:00pm-11:00pm (Varies with weather) / 11:00pm-7:00am (12/15 – March+/-)

Horizons/ Youth Bureau	Flexible & rotating schedules for counselors, educators and Youth Bureau staff	Flexible & rotating schedules for counselors, educators and Youth Bureau staff	1 hr.	Yes	5 days includes evenings
IT	8 - 4	8 - 3	1 hr.	Yes	yes
MSF** Non-clerical	7 - 3:45	7 - 3:45	1 hr.	15 min. (one - am)	5 days incl. Sat.
MSF Clerical	7 - 3:30	7 - 2:30	45 min.	15 min. (one - am)	5 days
MSF Scale House	7 - 3:30 varies	7 - 3:30 varies	45 min.	15 min. (one- am)	5 days incl. Sat.

** MSF – One 15 minute break in the morning. Employees hired in MSF on or after August 28, 2003, shall be hired to a Tuesday to Saturday work week. Employees currently working the Tuesday to Saturday work week shall be offered the opportunity to move to available openings in the Monday to Friday work week schedule on the basis of seniority. The opportunity to change work weeks must be offered in writing and an employee refusing the offer must do so in writing.

Parks Dept. Non-clerical	7 - 3:30	7 - 3:30	45 min.	15 min. (one - am)	5 days incl. Sat.
Parks Dept. Clerical	7 - 4 varies	8 - 4 varies	1 hr.	15 min. (one - am)	5 days
Personnel	8 - 5 varies	8 - 4 varies	1 hr.	Yes	5 days
Public Safety*** Dispatchers	Rotating Shifts	Rotating Shifts	1 hr	yes	5 days
Fire Marshals	“	“	“	“	“
Guards	“	“	“	“	“
Inspectors	“	“	“	“	“
Investigators	“	“	“	“	“
Ord. Enforcement Officers	“	“	“	“	“
Marine Division	“	“	“	“	“
Park Rangers	“	“	“	“	“

Public Safety Clerical	8 – 5 varies	8 – 4 varies	1 hr.	Yes	5 days
Purchasing	8 - 5 varies	8 - 4 varies	1 hr.	Yes	5 days

***Coverage includes Saturday and Sunday.

Public Safety Park Rangers, Dispatchers, Guards, Chief Fire Marshal, Assistant Chief Fire Marshal Ordinance Enforcement Officer and Marine Division on duty 8 hours, includes meal break. Effective November 30, 2013 the work week for Fire Marshal I and Fire Marshal II shall be changed from 35 hours to 40 hours. Public Safety Department Dispatchers who make two (2) requests for a meal break and are denied both times will be compensated with one (1) additional hour of pay at the straight time rate. To receive such pay the employee must submit written documentation of each denial on a form determined by the Department. The duty schedule in Public Safety will be done by seniority. Selection will be offered each December, to begin in January of the following year and shall remain in effect for the year as staffing needs are evaluated by the Director of Public Safety.

*Effective April 11, 2016 the position of Principal Stenographer shall work 40 hours per week.

Recreation Dept. Office staff	8 - 4	9 – 4	1 hr.	Yes	5 days
Recreation Dept. Field staff	flex schedule	flex schedule	1 hr.	Yes	5 days includes Sat. & Sun.
S.A.C.C. Office staff	8 – 5	8 - 4	1 hr.	Yes	5 days
Smithtown WD Non-clerical Clerical	8 - 4:30 8:30 - 4:30	7:30-4 9 – 4	1/2 hr.	Yes	5 days
St. James WD Non-clerical Clerical	8 – 4:30 8:30 - 4:30	7:30 – 4 9 - 4	1/2 hr.	Yes	5 days

Sr. Citizens Transportation Clerical	7:30–4:00	7:30–4:00	1/2 hr.	yes	5 days
	8:30 – 4:30	8:30 – 3:30	1 hr.	yes	5 days
Traffic Dept. Clerical	7:30-4 varies	7:30-3 varies	1/2 hr.	Yes	5 days
Traffic Dept. Techs/Engineers Field	8 – 4	8 – 4 varies	1 hr.	yes	5 days
	7 – 3:30	7 – 3:30	45 min.	15 min. (1)	5 days

G. Lateness:

1) A six minute grace period without loss of pay shall be allowed employees who are late, but a record shall be kept of such lateness.

2) For lateness in excess of six minutes, an employee shall be docked the full time he or she is late to the next tenth of an hour.

3) An employee shall be considered to have excessive lateness whenever he or she is late three (3) or more times per month. Excessive lateness may be grounds for disciplinary action.

4) Employees shall be required to notify the department head or designated representative by telephone of an impending lateness prior to the commencement of the work day.

5) Whenever lateness is the result of emergency conditions which are beyond the control of the employee, such lateness shall be excused.

H. Overtime Hours:

1) Overtime worked by full time employees in excess of forty (40) hours (in any calendar week) shall be compensated at the rate of one and one-half times the normal rate of pay.

2) Overtime worked by employees whose normal work week is thirty-five (35) hours shall be compensated at one and one-half times the normal rate of pay for all hours in excess of thirty-five (35) hours in any calendar week.

3) Overtime shall be paid for all work performed during a snow emergency or other emergency declared by the Supervisor of the Town.

4) Paid sick leave, paid holidays, paid vacation, and all other authorized paid time off shall be considered as time worked in computing overtime hours.

ARTICLE EIGHT
(continued)

WORK HOURS

H. Overtime Hours: (continued)

5a) Holiday work shall be paid at regular pay plus time and one-half, except December 24 and December 25, which shall be regular pay plus double pay.

5b) Any work on an observed holiday falling on a Friday or a Monday because the actual holiday falls on a Saturday or a Sunday, respectively, shall be paid at one and one-half times the normal rate of pay.

6) Effective February 27, 2007, where deemed possible, all overtime worked shall be rotated in title equally among the employees. Should there be any interpretation questions or disputes as they relate to overtime rotation, the parties agree that equal rotation shall be at 80%. The Town shall post monthly equalization of overtime reports in all departments, with copies to the Unit President. Any dispute as to the application of this provision shall be referred to the Labor Management Committee. Effective July 25, 2011 equalization of overtime shall be charged at the rate of time and one half.

7) Part time, seasonal and temporary employees shall not be permitted to work overtime except on normal workdays and when their crew or their assignment requires them to remain on the job. Additionally, they shall not be permitted to work scheduled overtime unless it has first been offered to all other employees in their classification.

8) General Foremen and Crew Leaders shall refrain from operating equipment on premium time except in emergencies.

9) Overtime pay shall be provided to full-time Department of Public Safety employees for court appearances required by the Town, which fall outside of their scheduled work hours.

10) After all Town Highway employees are called in for overtime, all other Town employees, whose classification includes driving equipment, and who possess a CDL, and who are enrolled in the drug and alcohol testing pool, and whose name shall appear on a list of interested employees compiled by the Town, shall be given priority for snow plowing and emergency work before the Highway Superintendent calls in private contractors. Such employees shall not be included in the equalization of overtime calculation. Before employees from other departments are called in, all Highway Department employees in the same classification must be called.

11) Employees on military or Coast Guard duty will not be charged with a refusal to work overtime hours. Employees on funeral leave or on jury duty during their scheduled work hours will not be charged with a refusal to work overtime hours.

ARTICLE EIGHT
(continued)

WORK HOURS

I. Call-in Guarantee:

Whenever the Town or any of its departments calls in an employee who is currently off duty, said employee shall be guaranteed two hours of pay at the overtime rate. An off duty employee who is called in within two hours of the start of the work shift, however, shall not receive such guarantee. To be eligible for call-in pay the employee must report to work and complete the assignment.

J. Shift Differential:

There shall be a shift differential for Town and Highway employees of ten percent (10%) for work performed on evening and night shifts. Evening shifts shall be defined as the first eight hours commencing at the termination of the normal scheduled work day. Night shift shall be the next succeeding eight working hours. The provisions hereof shall not pertain to custodial employees or other employees where night employment as specified above is a normal condition of employment. There shall be no shift differential for overlap. Overlap is defined as anything less than a full shift.

A differential of ten percent (10%) shall be paid for regularly scheduled work performed on weekends. Said differential shall be applied only to hours worked on the weekend, and shall not apply to any work performed for which differential is already payable by the operation of the above paragraph or for any work for which overtime would be payable under Paragraph H of this section.

K. Compensatory Time:

Employees shall, when applicable, have a choice of taking compensatory time or overtime pay. Compensatory time shall be taken at the rate of time and one half. Guidelines shall be pursuant to vacation leave and must be used within three (3) months of accrual.

L. FORTY-HOUR CLERICAL EMPLOYEES

Where pursuant to Article One, Section D, a clerical employee, as defined below, is assigned, reassigned, appointed, or promoted to a position in a department where the workweek is forty (40) hours, said employee shall be entitled to a salary of forty thirty-fifths (40/35) of the salary which the employee would otherwise be entitled, provided the employee is required to work forty (40) hours per week. Nothing in the section shall be construed so as to require the scheduling or rescheduling of any position or employee to a forty (40) hour week where the position or employee is currently scheduled for a thirty-five (35) hour week.

ARTICLE EIGHT
(continued)

WORK HOURS

For purposes of the previous paragraph, only the term “clerical employee” shall mean a person employed on a full-time permanent basis in any of the following titles:

Account Clerk	Principal Stenographer
Administrative Assistant	Secretarial Assistant
Office Assistant	Senior Account Clerk
Principal Account Clerk	Senior Office Assistant
Principal Office Assistant	Senior Legal Secretary

ARTICLE NINE

VACATION TIME

A. ANNUAL VACATION WITH PAY

Every full-time employee shall be entitled to annual vacation with pay, earned according to the following schedule:

Thirty-Five (35) Hour Workweek Employees

<u>Years of Service</u>	<u>Hours Per Pay Period</u>	<u>Hour Limit</u>
Zero to Five	2.69	140
More than Five	4.04	210
More than Eight	5.39	280
More than Fifteen	5.65	294
More than Sixteen	5.92	308
More than Seventeen	6.19	322
More than Eighteen	6.46	336
More than Nineteen	6.73	350

Forty (40) Hour Workweek Employees

<u>Years of Service</u>	<u>Hours Per Pay Period</u>	<u>Hour Limit</u>
Zero to Five	3.08	160
More than Five	4.62	240
More than Eight	6.15	320
More than Fifteen	6.46	336
More than Sixteen	6.77	352
More than Seventeen	7.08	368
More than Eighteen	7.39	384
More than Nineteen	7.69	400

1. Hours per pay period are rounded on an employee's paycheck.
2. No accruals will be earned during any period that an employee is "off payroll" and not receiving a paycheck.
3. In calendar years with 27 payroll periods there will be no accrual applied on the 27th payroll.
4. Accrued hours per payroll will change upon an employee's seniority date (as described in Article Six Section A) in accordance with the above schedule.

ARTICLE NINE
(continued)

VACATION TIME

B. ADDITIONAL VACATION PROVISIONS

In addition to the provisions of Section A of this Article the following provisions shall apply to all full-time employees:

1. Vacation leave may be taken as earned, but in no case shall vacation be accumulated to a total of more than two (2) years entitlement.
2. New employees will not be permitted to take vacation leave during their first six (6) months of employment.
3. No vacation leave shall accrue during any period of unpaid leave of absence (except as provided in Article Thirteen, Section A (1) herein).
4. Employees may submit a written request in advance to take vacation days in hours as well as half and whole days with the approval of the department head. In no case may an employee apply for less than one (1) hour.
5. The right to designate vacation periods shall be based upon the recommendation of the department head.
6. Vacation requests for each department shall be granted in order of seniority with the Town.
7. Employees who become ill on vacation time may use accrued sick leave time instead of vacation time, provided a doctor's certificate is submitted to the Town by the employee when reporting back to work. Employees on vacation who must use funeral time may use such time and are not required to use vacation time, provided they contact the department head and make the necessary adjustments.

C. VACATION BUYBACK

Effective July 1, 2019, an employee may request a buyback of up to five (5) days of unused accumulated vacation days. The request must be made in writing on a form provided by the Town and the request may only be for days accumulated up to May 30, 2019. Further, days requested for the buyback program shall be considered as eliminated from unused accumulation for use as vacation time off. Payment for the requested buyback days shall be made at the employee's base rate of pay effective June 30, 2019 and such payment shall be made to the employee on or before January 31, 2020.

ARTICLE NINE
(continued)

VACATION TIME

VACATION BUYBACK (continued)

This program shall automatically expire in full on January 31, 2020 unless otherwise mutually agreed to in writing by the CSEA and the Town. The parties agree to monitor the program on an ongoing basis between July 1, 2019 and January 31, 2020 and to include such monitoring as agenda for Labor Management monthly meetings.

D. VACATION TIME LUMP SUM PAYMENT

Employees shall be entitled to a lump sum payment for accumulated unused vacation leave credits not exceeding the equivalent of two years at the time of retirement, separation from service or upon death, payable to the Estate of the employee, provided such payment is permitted by State Law.

Employees hired after February 27, 2007 with less than ten (10) years of service with the Town will receive lump sum payment for 50% of their accumulated vacation time.

E. RECORD OF VACATION TIME

Available vacation balances are reported on an employee's paystub and on the ADP portal.

F. TERMINATED/PRIOR EMPLOYMENT

If an employee is terminated from employment with the Town by reason of voluntary resignation or by reason of discharge and is subsequently re-employed by the Town, no credit for purposes of computation of vacation time shall be given to such employee for such period of terminated employment or prior employment.

G. FORFEITURE OF LEAVE ACCRUALS

Employees who are terminated, resign or otherwise leave their employment with the Town prior to the completion of his/her probationary period shall forfeit all accrued paid leave including, but not limited to, sick time, personal time and vacation.

ARTICLE TEN
PERSONAL TIME

The Town will grant to each employee five (5) personal leave days in each year of the Contract. Said personal leave days to be noncumulative.

White collar probationary employees shall, for the first six (6) months of their initial probationary period be granted one (1) personal leave day and the remaining days after completion of said probationary period.

Blue collar probationary employees may take one (1) personal day in the first six (6) months of employment and one (1) personal day in the second six (6) months. An employee who does not use his one (1) personal leave day during his first six (6) months can use two (2) personal leave days in his second six (6) months.

Blue collar probationary employees hired January 1 through March 31 may take one (1) personal day during the first six (6) months of employment and take two (2) personal days in the second six (6) months.

All employees hired on or after April 15, 2016 will be granted pro-rated personal leave day for their first year of employment as follows:

Hire Date	Number of Personal Days
January 1 to March 31	Five (5) days
April 1 to June 30	Four (4) days
July 1 to September 30	Three (3) days
October 1 to December 31	Two (2) days

1. Employees may request to use personal days in one half day segments to be defined as 3.5 hours for seven (7) hour employees and 4 hours for eight (8) hour employees. For all full personal days, a request is not required.
2. Upon completion of the probationary period, an employee shall have the option to convert up to two (2) accumulated unused personal days as of December 31 to an equal number of accumulated sick days, which shall be subject to the maximum accumulation of sick leave in Article Eleven of this Agreement.

ARTICLE ELEVEN

SICK TIME

A. SICK TIME ACCRUAL

Every full-time employee of the Town of Smithtown shall be allowed sick leave with pay at the rate of one-half day per pay period totaling thirteen (13) days per year. Employees hired after January 1, 1993 shall be allowed sick leave with pay at a rate of two-fifths day per pay period totaling ten (10) days per year.

Effective July 1, 1987 through December 31, 1992, the maximum allowable accumulation of sick days is one hundred eighty (180) days, computation thereof to commence from the date of original full-time permanent employment.

Effective January 1, 1993, the maximum allowable accumulation of sick days is one hundred and fifty (150) days. Employees shall be entitled to a lump sum payment for accumulated unused sick leave (time) credits, not to exceed one hundred fifty (150) days at time of separation from service. Those employees who possess accumulated unused sick leave totaling more than 150 days but not more than 180 days on January 1, 1993 will have such time set in reserve for future use, if necessary, or payment upon separation of service.

Employees hired after February 27, 2007 will have the maximum accumulation of sick time of one hundred twenty five (125) days.

Employees hired on or after July 1, 2011 will have the maximum accumulation of sick time of one hundred ten (110) days.

Employees hired on or after March 21, 2019 will have the maximum accumulation of sick time of one hundred ten (110) days. Such employees will receive a lump sum payment in an amount not to exceed one day for every three days accumulated (i.e., at 1/3 of the days accumulated) at retirement.

1. For the purpose of this provision, absence by an employee from employment by the Town occasioned by an award from the Workers' Compensation Board shall not be charged against the employee's accumulated sick leave time.
2. Full-time employees called to military service will be credited upon return with the same amount of sick leave allowance for the period of military service as they would have earned if they were in the service of the Town.
3. Available sick leave balances are reported on an employee's paystub and the ADP portal.

ARTICLE ELEVEN
(continued)

SICK TIME

B. SICK TIME LUMP SUM PAYMENT

At the time of resignation, retirement or death, employees except probationary employees, shall be entitled to a lump sum payment for accumulated unused sick leave (time) credits, in accordance with Section A above, at the time of separation from service.

Calculation of payment shall be as follows at the time of separation:

Employees with less than 10 years of continuous service: Will receive a lump sum payment of 65% of their accumulated sick leave credits paid at 80% of their wages

Employees with 10 or more years of continuous service: Will receive a lump sum payment of 100% accumulated sick leave credits paid at 100% of their wages

Upon death: — A lump sum payment shall be payable to the estate of the employee

C. LEAVING WORK DUE TO ILLNESS

A full-time employee who reports to work and then goes home before the end of the shift will be charged sick time to the nearest tenth of the hour.

ARTICLE ELEVEN
(continued)

SICK TIME

D. NORTHPORT VETERANS ADMINISTRATION

Veterans may be entitled to time off for medical attention with documentation at the Northport Veterans Administration Center as required, subject to department head approval.

E. PHYSICIAN'S CERTIFICATE

Absent employees may be required by the department head and/or the Town to submit a doctor's certificate upon returning to duty if the absence is more than three (3) days.

F. PRIOR EMPLOYMENT

If an employee whose employment with the Town terminates by reason of voluntary resignation, or by reason of discharge, is subsequently re-employed by the Town, no credit for purposes of computation of sick leave shall be given to such employee for such period of terminated employment or prior employment.

ARTICLE TWELVE

MEDICAL INSURANCE BENEFITS

A. MEDICAL PLAN

1. General Matters

- a. The Town agrees to continue (subject to any mandatory modifications as may be required by Law, Rule or Regulation) the Medical Plans in force.
- b. Effective January 1, 2004, the Town shall be enrolled in the New York State Health Insurance Plan (NYSHIP) (Core plus Medical and Psychiatric Enhancements) ("Empire Plan") for coverage of unit members and their spouses/families, as well as retirees, otherwise eligible for coverage under the Rules and Regulations of the Empire Plan and the terms of this Collective Bargaining Agreement.
- c. Employees shall have the option to select their Medical Plan from the plans offered by the Town.
- d. The Town may change the Medical Plans with notice to the Union, consultation and discussion with the Union, and must maintain at least equivalent benefits. The contract may be reopened to discuss a change of carrier from the Empire Plan.
- e. Medical benefits shall commence after a waiting period no greater than ninety (90) days after eligibility.

B. MEDICAL INSURANCE COSTS FOR ACTIVE EMPLOYEES

FOR ACTIVE EMPLOYEES HIRED:

Before August 28, 2003

The cost of health insurance coverage (individual or family coverage, whichever is selected by any such employee) shall be fully paid by the Town.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) fully paid by the Town, an employee must have ten (10) years of full-time service with the Town, of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

ARTICLE TWELVE
(continued)

MEDICAL INSURANCE BENEFITS

FOR ACTIVE EMPLOYEES HIRED:

On or after August 28, 2003

BUT before February 28, 2007

Such employees shall contribute ten (10%) percent of the annual premium (for individual or family coverage, whichever is selected by any such employee) for the first ten (10) years of employment, notwithstanding any applicable waiting period; provided, however, that any such employee who had delayed in enrolling in the medical plan, must, while employed, still meet the ten (10) year employee contribution requirement.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) fully paid for by the Town, an employee must have fifteen (15) full-time years of service with the Town of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

FOR ACTIVE EMPLOYEES HIRED:

On or after February 28, 2007

BUT before March 21, 2019

Such employee shall contribute ten (10%) toward the annual premium (for individual or family coverage, whichever is selected by any such employee) throughout the duration of their coverage.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) partially paid for by the Town, an employee must have fifteen (15) full-time years of service with the Town of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

ARTICLE TWELVE
(continued)

MEDICAL INSURANCE BENEFITS

FOR ACTIVE EMPLOYEES HIRED:
On or after March 21, 2019

Such employee shall contribute fifteen (15%) toward the annual premium (for individual or family coverage, whichever is selected by any such employee) throughout the duration of their coverage.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) partially paid for by the Town, an employee must have fifteen (15) full-time years of service with the Town of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

ARTICLE TWELVE
(continued)

MEDICAL INSURANCE BENEFITS

C. HEALTH INSURANCE DECLINATION PROGRAM

Effective January 1, 2020, the Town will offer a Health Insurance Declination Buyout Program which will expire on December 31, 2022 unless otherwise mutually agreed to in writing by CSEA and the Town.

The Program shall consist of the following:

- a. Those opting to participate must notify the Town formally of their option to decline medical insurance on a form provided by the Town in the month of November in the year immediately preceding the upcoming fiscal year (January – December).
- b. The employee will be required to show evidence of alternative medical insurance coverage and must release the Town from any liabilities for their opting out of Town provided coverage.
- c. Employees who do opt-out may return to Town provided coverage in case of alternate coverage loss in keeping with the rules and regulations of the NYS Insurance Plan and any governing NYS Agencies. Such employees opting back into the Plan shall forego buyout payments on a pro-rated basis upon return to the Plan. Those who must return to coverage may do so at the level of coverage before they declined.
- d. The buyout incentive shall be at the rate of \$8,000 annually for family and \$4,000 annually for individual coverages based on an employee's coverage, individual or family, on 12/31/18. Payments shall be made on a pro-rated basis and distributed in a regular payroll.
- e. The parties to the Agreement, CSEA and the Town agree to continually monitor the Program during its term all the while ensuring the privacy rights of those participating in the Program.
- f. New employees hired after Agreement ratification shall not be eligible to participate until after completion of one (1) year of full-time employment with the Town and at their level of coverage, individual or family, effective during their first year of employment.

ARTICLE TWELVE
(continued)

MEDICAL INSURANCE BENEFITS

D. OTHER

1. If an employee is terminated, resigns, or otherwise leaves full-time employment with the Town and is subsequently re-employed by the Town, the date of the most recent full-time appointment shall determine the employee contribution rate, the number of years the employee must contribute, and the years of service needed to be eligible to continue Town paid (full or partial, as applicable) medical insurance into retirement.

2. Notwithstanding any other provision in this Section, employees who have met the Town's service requirement for medical insurance coverage in retirement, but have delayed in enrolling in the medical plan, must, while employed, meet the employee contribution (amount/rate and duration) requirements in effect at the time of the employee's date of employment in order to be eligible for Town-paid (full or partial, as applicable) medical insurance into retirement.

3. Health insurance will be paid for by the Town throughout an employee's retirement to the same extent that such health insurance (individual or family coverage, whichever was selected by the employee prior to retirement) was paid for immediately prior to retirement. That is, if, immediately prior to retirement, the employee was contributing a portion toward health insurance, then the employee will continue to contribute that same portion throughout retirement, as provided for in this Article, and that amount or rate, whichever is applicable, cannot be unilaterally increased by the Town.

E. LETTER OF AGREEMENT

Effective January 1, 2003, retiring employees shall receive prior to their retirement, an individual agreement executed by the Town, guaranteeing payment for health insurance in accordance with the provisions of the preceding paragraph. Such agreement shall also guarantee that health insurance coverage shall be provided through the same plan for retirees as it is for active employees.

ARTICLE TWELVE
(continued)

MEDICAL INSURANCE BENEFITS

F. VESTEE STATUS

Employees who leave the service of the Town within five (5) years prior to becoming eligible to receive a retirement benefit from a retirement system administered by New York State may retain coverage in the medical plan if they:

1. Have met the Town's service requirements for health insurance coverage in retirement; and
2. Have a vested retirement allowance; and
3. Pay the entire cost of coverage on a monthly basis and maintain such payments until such time as they are eligible to receive a retirement benefit.

G. CSEA EMPLOYEE BENEFIT FUND

The Town and CSEA agree to continue in force, subject to any mandatory modifications as may be required by law, rule or regulation, the CSEA Employee Benefit Fund in force in effect as of December 31, 1980.

Effective July 1, 2007 each employee shall contribute twelve dollars and fifty cents (\$12.50) per pay period to the cost of the Employee Benefit Fund, which contribution shall be made by payroll deduction.

CSEA Benefit Fund benefits shall commence after a waiting period no greater than 90 days after eligibility.

H. FLEXIBLE SPENDING ACCOUNT

Employees may utilize the Town's Internal Revenue Code Section 125 (flexible spending) Plan for elder and child care expenses and unreimbursed medical expenses, subject to the Rules and Regulations of the Town's Plan and the Internal Revenue Code. The administrative cost of such plan shall be paid by the employee.

ARTICLE THIRTEEN

WORKER'S COMPENSATION AND UNPROVOKED ASSAULT

A. WORKER'S COMPENSATION

1. Any employee on Workers' Compensation as a result of an industrial illness or accident shall be entitled to accrue vacation and sick leave credits at the appropriate rate as set forth above. Such credits shall accrue to the employee upon proof that the Workers' Compensation Board has approved the illness, accident or injury claim.

2. Employees who have filed a claim for Workers' Compensation benefits may charge any resulting absence to accumulated leave credits or accumulated compensatory time. In the event that the Workers' Compensation Board approves the claim for payment of lost wages, said payment shall be the property of the Town. The Town will restore leave credits in proportion to the award by dividing the award by the hourly rate of the employee. If the amount of the award exceeds total wages, the remainder shall be the property of the employee. CSEA and the employee agree to execute any and all forms or documents necessary to implement this section.

In the event that leave credits are exhausted or the employee elects not to use such credits, the employee shall not be entitled to the further payment of any salary, wage, differential or holiday pay during such period.

3. The Town agrees to make a firm effort to expedite the issuance of compensation payments when it has been determined that a payment is due. If necessary, delayed checks will be issued by the Comptroller.

4. The provisions of this Section concerning Workers' Compensation shall be construed so as to allow an employee to receive restored leave credits in excess of the accumulation allowed under Article Eleven provided that no payment for such restored credits in excess of such maximum shall be made under the lump sum provisions of Article Eleven and further, provided that future sick leave taken shall be first charged against said restored credits.

ARTICLE THIRTEEN
(continued)

WORKER'S COMPENSATION AND UNPROVOKED ASSAULT

B. UNPROVOKED ASSAULT

If an unprovoked assault on an employee while on Town business results in loss of time, the employee, shall be paid in full, up to a maximum period of two (2) years and such payment shall not be deducted from any sick leave to which such employee is entitled under this Agreement.

An unprovoked assault is defined as when a person having the intent to cause physical injury to another, without provocation, does in fact, cause such physical injury to another, as substantiated in a writing issued by the Suffolk County Police Department.

During this period, any Worker's Compensation benefits received by the employee for disability shall be the property of the Town. The employee will execute any and all necessary papers to allow the Town to receive the compensation benefits the employee would have received had he/she not been paid in full by the Town during this period of total disability.

Any Worker's Compensation benefit wherein the employee receives a lump sum payment, or scheduled loss payment, exceeding the total payment made by the Town during the period of total disability, shall be the property of the employee.

The employee receiving wages pursuant to this provision shall cooperate in full with the Town in its efforts to obtain full reimbursement from the person or persons causing the injuries sustained for all sums paid by the Town. The employee agrees not to act in any manner or sign any documents which would release those person(s) from reimbursing the Town. Any documents signed by the employee in connection with the injury should clearly indicate that the Town of Smithtown reserves its right to seek such reimbursement. The Town will notify the effected employee of his or her obligation under this section, upon receipt of a report of an unprovoked assault.

ARTICLE FOURTEEN

LEAVES OF ABSENCE

A. LEAVE OF ABSENCE

Leave of absence without pay may be granted at the discretion of the Town Board, or the Superintendent of Highways, as appropriate, in accordance with the Suffolk County Rules for the Classified Service. Leaves required by law shall be granted.

B. FUNERAL LEAVE

Every full-time employee shall be entitled to funeral leave with pay not to exceed four (4) working days to arrange for and attend the funeral of members of his/her immediate family without charge to accumulated vacation, sick leave or overtime.

Members of the immediate family shall be defined to mean spouse, child, parent, sibling, grandparent, grandchild, parent-in-law, child-in-law, sibling-in-law, step-parent, step-sibling, step-child.

C. MATERNITY LEAVE

Every full-time employee shall be entitled to a maximum of one (1) year unpaid leave of absence for maternity upon submission of a letter from the attending physician delineating the expected delivery date. Such leave shall not be extended beyond one year.

D. MILITARY RESERVE DUTY LEAVE

A full-time employee who is a member of a reserve component of the Armed Forces of the United States shall be granted leave of absence during the annual tour of duty required as a member of such Reserve component. Such leave shall not exceed thirty (30) calendar days with pay.

ARTICLE FOURTEEN
(continued)

LEAVES OF ABSENCE

MILITARY RESERVE DUTY LEAVE (continued)

Full-time employees called to military service will be credited upon return with the same amount of sick leave allowance for the period of military service as they would have earned if they were in the service of the Town.

E. JURY DUTY

No employee who serves on jury duty, upon documented proof thereof filed with the Town Comptroller or supervisor shall suffer any loss of pay by virtue thereof.

F. SELECTIVE SERVICE EXAM LEAVE

Leave with pay shall be granted for Selective Service examination upon proper documentation.

G. LEGAL ACTION APPEARANCE

Absence by reason of a required appearance in any action in which the Town is a party will be approved for the number of days necessary. Employees shall not lose any salary therefore.

The Town Board agrees to provide legal counsel to defend any employee in any civil suit arising out of an assault on that employee while on Town business providing it is not the fault of the employee.

ARTICLE FIFTEEN

HOLIDAYS

HOLIDAYS FOR FULL-TIME EMPLOYEES

The following are declared to be holidays:

1. New Year's Day
2. Martin Luther King Jr Birthday
3. Presidents' Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Veterans Day
9. Thanksgiving Day
10. Friday after Thanksgiving
11. Christmas Eve
12. Christmas Day

When any said declared holidays fall upon a Sunday, the following Monday shall be observed as the holiday by all full-time employees. When any of said holidays fall upon Saturday, the previous Friday shall be observed as a holiday by all full-time employees.

ARTICLE SIXTEEN

EQUIPMENT AND UNIFORMS

A. TOWN SUPPLIED UNIFORMS AND APPAREL

The Town shall supply uniforms including outer garments to the following departments pursuant to the list below:

ANIMAL SHELTER	5 Shirts – Long Sleeve 5 Shirts – Short Sleeve 5 Pants 1 Sweatshirt 1 Winter Jacket 1 Pair Shoes 1 Set Coveralls
ENGINEERING	1 Pair Shoes
HIGHWAY	11 Shirts 11 Pants 2 Sweatshirts 1 Winter Jacket 1 Pair Shoes – Asphalt Crew -2 pair includes 1 pair asphalt shoes
PARKS, BUILDINGS & GROUNDS	11 Shirts 11 Pants 2 Sweatshirts 1 Winter Jacket 1 Pair Shoes
PUBLIC SAFETY	3 Pants 3 Shirts – Long Sleeve 3 Shirts – Short Sleeve 1 Jacket 1 Hat 1 Set Leather Goods 1 Pair Shoes 1 Body Armor Vest (to be provided at the time of its rated expiration or permanent damage for those who maintain peace officer status)

ARTICLE SIXTEEN
(continued)

EQUIPMENT AND UNIFORMS

SANITATION

11 Shirts
11 Pants
2 Sweatshirts
1 Winter Jacket
1 Pair Shoes
2 Pair Insulated Coveralls

SENIOR CITIZENS – Drivers Only

Standard Town Uniform
(appropriate fit)

TRAFFIC SAFETY

11 Shirts
11 Pants
2 Sweatshirts
1 Winter Jacket
1 Pair Shoes

WATER DISTRICTS

11 Shirts
11 Pants
2 Spring Jackets
1 Winter Jacket
1 Pair Shoes

ARTICLE SIXTEEN
(continued)

EQUIPMENT AND UNIFORMS

B. CLEANING ALLOWANCE

The Town shall pay for the cleaning and upkeep of said uniforms and work clothes with the exception of winter jackets and sweatshirts, the cleaning and upkeep of which shall be the responsibility of the employees, and shall replace them when said uniforms and work clothes are worn out. Insulated coveralls shall be supplied to mechanics and ACOs and to others when necessary. Non-clerical employees in the Animal Shelter, Park Rangers, Harbormasters, Bay Constables and Senior Citizen Department drivers shall receive a cleaning allowance in lieu of uniform cleaning and upkeep. Said allowance shall be \$10.00 per pay period effective January 1, 2010.

C. REQUIREMENT TO WEAR UNIFORMS AND APPAREL

Since the Town is supplying the uniforms, all employees receiving the same will be required to wear them during work periods except for medical reasons. Medical reason(s) shall be substantiated by a written report from a medical doctor. If the uniforms are not worn by the employee, the employee shall be refused the right to work and will be sent home and docked one day's pay. Repeated offenses under this Section may result in additional disciplinary action.

D. SHOES

All non-clerical employees of the Animal Shelter, Engineering, Highway, Parks, Sanitation, Traffic, Water Districts, Public Safety and Department of Environment and Waterways shall be entitled to receive one (1) pair of shoes per calendar year. Employees who regularly work on the asphalt crew, as identified on a list prepared by the Highway Department, shall be entitled to two (2) work shoe vouchers (one asphalt shoes) per year. The shoes shall be selected by mutual agreement between the department head and a department representative of the CSEA, subject to the approval of the Town Board.

ARTICLE SIXTEEN
(continued)

EQUIPMENT AND UNIFORMS

SHOES (continued)

Effective April 15, 2016 the Town shall contribute \$115.00 for the annual purchase of such shoes, except that, with respect to any eligible employee with a podiatric condition, as substantiated by a physician's or podiatrist's note or a shoe size or width, who cannot be accommodated by the standard voucher, each shall receive a voucher valid for up to \$170.00. Appropriate footwear selection will be provided as determined by the Department Heads for field personnel including Assessor, Building and Planning departments. All shoes issued under this subsection shall be considered part of the work uniform. Failure to wear said shoes may result in the employee being sent home for the day without pay. Upkeep and maintenance of the issued shoes shall be the responsibility of the employee.

E. ADDITIONAL REQUIREMENTS

In addition to the uniforms referred to in the preceding sections,

1. Female Employees – The Town shall supply to all female employees required to wear uniforms, uniforms designed for women's wear.
2. DOSH Requirements (Department of Occupational Safety Hazards) – Safety shoes shall be provided in areas as prescribed according to DOSH.
3. Rain Gear – The Town will provide some additional rain gear in those departments where workers work outside on a regular basis.
4. I.D. Cards – All employees shall be provided with Town photo ID cards which must be carried and presented upon request during work hours.

ARTICLE SIXTEEN
(continued)

EQUIPMENT AND UNIFORMS

ADDITIONAL REQUIREMENTS (continued)

5. Tool Allowance – Highway Department employees in the Maintenance Mechanic and Automotive Mechanic titles who work in the automotive shop on a daily basis as long as they supply their own tools at the job site to perform their work tasks shall receive an annual tool allowance. The tool allowance shall be \$300.00 to be paid in December for each year for the duration of this Agreement.
6. Animal Control Officer Equipment – The Town will supply the Animal Control Officers (Dog Wardens) with equipment as prescribed by the State of New York, including: tranquilizers, protective equipment acceptable to the Suffolk County Police Department and which comply with the rules and regulations of New York State DOSH, cloth-covered wire ropes for snares, leg protectors, dome light for trucks and a porthole window in the side of the truck on the right side of each new vehicle purchased.
7. Safety Gloves – One pair of safety gloves will be supplied to employees in the Sanitation Department who work with the recyclables.
8. Town Property – No employee shall be permitted to use or borrow Town owned supplies or equipment for personal purposes.
9. Town Protective Equipment – Town employees shall be required to utilize all protective equipment as provided in this Section and as further specified herein. Town employees will be sent home and docked a full day's pay if they are in violation of this section as it pertains to Town issued protective equipment, including gloves, eye protection, hearing protection and respirators, as well as any other equipment that may subsequently be added as an additional requirement.

ARTICLE SIXTEEN
(continued)

EQUIPMENT AND UNIFORMS

ADDITIONAL REQUIREMENTS (continued)

10. Lost Garments – In the event any of an employee’s uniforms/garments are lost within one (1) year of issuance, said employee shall reimburse the Town for the replacement value of any such lost uniforms/garments. If such loss occurs after one (1) year of issuance, the reimbursement shall be fifty percent (50%) of the replacement value. Damaged garments may be exchanged if deemed necessary by the employee’s supervisor.
11. Separation from Service – Upon an employee’s separation from service, all uniforms/garments shall be returned to the issuing department. Upon the failure to return all such uniforms/garments, said employee shall reimburse the Town for fifty percent (50%) of the replacement value of any unreturned uniforms/garments.

ARTICLE SEVENTEEN

VEHICLES AND SAFETY

A. PRIVATE VEHICLES

All employees who are required to use their private vehicles in the performance of their duties as an employee of the Town shall be compensated for the use thereof at the maximum rate allowed by the Internal Revenue Service for actual miles traveled on Town business. All employees using private vehicles as aforesaid will file their expense vouchers according to Town rules and regulations pertaining to said expense vouchers.

B. SAFETY

No employees may be ordered to drive any vehicle or operate any equipment which is so defective as to cause a clear and present danger to persons or property. Defective equipment shall include but is not limited to faulty brakes, defective lights, bald tires, mirrors, horns, windshields, flares, cables or cranes, etc. It shall be the duty of all personnel to see that all working conditions are safe from unnecessary hazards. Such situations shall be reported to the immediate supervisor who shall report this condition to the proper authority. No employee shall lose work for refusing to operate defective equipment nor shall any charges be brought against any employee who refuses to operate defective equipment.

C. ACCIDENTS AND LICENSE REVOCATION

Effective February 27, 2007, if within an eighteen (18) month period an employee has three (3) or more accidents involving a Town vehicle and the Town Board makes a determination that such employee is at fault, based upon the report(s) of the reporting officer or investigator, such employee will have to complete a mandatory defensive driving course on the employee's own time and expense within sixty (60) days of the determination.

Effective November 16, 2013, an employee whose job duties include driving a Town vehicle shall be subject to immediate termination in the event his/her license is revoked.

ARTICLE EIGHTEEN

GRIEVANCES AND ARBITRATION PROCEDURES

Any and all disputes arising out of or concerning the interpretation or application of the terms of this Agreement shall be adjusted as follows:

A. GRIEVANCES

1. Any member of the bargaining unit who feels aggrieved shall fill out the standard Grievance Form which shall be available from a Department CSEA representative.

The written grievance shall be presented to the employee's Department Head and a copy of said grievance shall be submitted to the duly elected unit representative of the CSEA or any designated representative of the Suffolk Local of the CSEA. A copy of the grievance presented to the Department head shall be returned to the employee indicating date of receipt by the Department.

Filing within 75 days of the occurrence complained of, or from the time the grievant should have known of the occurrence, shall be a condition precedent to the grievant proceeding through the grievance process and invoking arbitration. The untimely filing of a grievance shall result in an automatic dismissal of the grievance.

2. The grievant shall not suffer any loss of pay as a result of time spent attending grievance or arbitration meetings or hearings between parties.
3. The grievant, if he/she chooses, may be represented by a CSEA representative at each step of the grievance and arbitration procedure.
4. The grievant shall submit the written grievance to the department head. The department head shall have five (5) working days in which to answer the grievance, as Step 1.

If the grievant desires, he/she shall proceed to Step 2 within five (5) working days after the receipt of the determination of the department head; failure by the employee to proceed to Step 2 within said five (5) working days shall be deemed acceptance of the answer, if any, and shall in any event bar further processing of the grievance. Failure of the department head to answer within five (5) working days shall not be deemed acceptance or approval of the grievance but shall allow the grievant to proceed immediately to Step 2.

ARTICLE EIGHTEEN
(continued)

GRIEVANCES AND ARBITRATION PROCEDURES

5. If the employee is dissatisfied with the determination of the department head or no determination is made within five (5) working days of the submission of the grievance, he or she may submit an Appeal of that determination to the Town Personnel Officer. Such an Appeal must be made in writing within five (5) working days from the employee's receipt of the department head's determination. The Town Personnel Officer shall have five (5) working days in which to answer the Appeal after it is received. If the grievant so desires, he/she may proceed to Step 3 within five (5) working days of receipt of the Town Personnel Officer's determination. Failure of the employee to proceed to Step 3 within the said period shall be deemed acceptance of the answer, if any, and shall in any event bar further processing of the grievance.
6. If the grievance is unresolved, the employee may submit the written grievance to the Labor-Management Committee. The Labor-Management Committee shall have twenty (20) working days from the time the grievance is submitted to them in which to endeavor to resolve and/or answer the grievance in writing.

If the Grievance remains unresolved, either party may, within five (5) additional working days from the time of submission of the grievance to them, submit the dispute to Arbitration. The cost of Arbitration, except for the filing fee, shall be borne equally by the CSEA and the Town of Smithtown. If the grievant fails to proceed to Arbitration within said period, he/she shall be barred from proceeding the grievance to Arbitration.

B. ARBITRATION

All demands for arbitration filed on or after August 10, 2021 will be filed, with notice of intention to the other party, with New York State Public Employment Relations Board (PERB) pursuant to and consistent with PERB's Voluntary Grievance Arbitration Rules of Procedure.

ARTICLE EIGHTEEN
(continued)

GRIEVANCES AND ARBITRATION PROCEDURES

1. The arbitrator shall have the power to summon, question and examine any employee and to require production of books, papers or such other evidence as he/she may deem necessary.
2. The arbitrator shall confirm his/her appointment with the parties within ten (10) working days after his/her appointment.
3. The arbitrator shall make a final and binding decision on all matters of procedure before him/her.
4. The arbitrator shall have the opportunity to make a final and binding decision upon any timely and properly presented claim by either party that the other has violated this Agreement, except that the arbitrator shall not have such authority respecting any matter as to which
 - (a) the Town retains exclusive rights under Article One Section D of this Agreement or by law or otherwise or
 - (b) another method of review is prescribed or made applicable by law or rule or regulation having the effect and force of law. The arbitrator shall be without power or authority to make any decision which requires the Town to commit an act prohibited or affirmatively permitted by law or rule or regulation of the Town. On application of the Town to the New York Supreme Court within 90 days after its delivery, the decision of an arbitrator may be vacated on the ground that it violates this paragraph or on any ground upon which relief may be sought under Section 7511 or 7803 of the CIVIL PRACTICE LAW AND RULES.
5. Findings and decisions are to be transmitted to CSEA and the Town and shall be enforced by them respectively, as the case may be.

The parties of this Agreement agree to continue discussion and modifications of the grievance procedure subject to mutual agreement.

STEPS AND STAGES OF GRIEVANCE AND ARBITRATION PROCEDURE

Important: A grievance must be filed within 75 days

GRIEVANCE STEPS/STAGES	TIMELINE	SUBMIT TO	RESPONSE TIME	DETERMINATION
SUBMIT WRITTEN GRIEVANCE/ STEP 1	Within 75 Days of Grievable Occurrence	Department Head	5 Working Days	Accept the Determination; or Proceed to STEP 2
STEP 2	Within 5 Working Days of Receipt of Determination	Town Personnel Officer	5 Working Days	Accept the Determination; or Proceed to STEP 3
STEP 3	Within 5 Working Days of Receipt of Determination	Labor-Management Committee	20 Working Days	Grievance Resolved; if Unresolved, Proceed to STEP 4/Arbitration
STEP 4/ ARBITRATION	Within 5 Working Days of Receipt of Determination	CSEA/Town	Indeterminate Time Period	If Approved for Arbitration, Grievance is Submitted to Arbitrator for Hearing and Decision
COURT REVIEW: IF EITHER PARTY IS DISSATISFIED WITH ARBITRATOR'S DECISION	Within 90 Days of Receipt of Arbitrator's Decision	NY Supreme Court	Indeterminate Time Period	Court Decision and Judgment

ARTICLE NINETEEN

POSITION ALLOCATION AND SALARY PLAN

A. POSITION ALLOCATION

The Town agrees to adopt the position allocation lists shown herein in Table One which will be implemented as follows:

1. All positions will be allocated to the salary or wage grade shown in Table One of this Article.
2. If a new employee is hired at a higher salary than other employees in the classification, the salaries of said employees will be increased to the salary of the new employee. This paragraph shall not operate to include promotion, reclassification or appointment of present employees.

B. SALARY PLAN

The Town agrees to adopt the salary plan list shown herein as Table Two which shall be implemented as follows:

1. All employees shall receive an hourly salary rate which is greater than the rate received on December 31 of the preceding years, respectively as follows:
 - a. 2.00% effective January 1, 2018
1.5% effective January 1, 2019 and 1.5% effective July 1, 2019
1.5% effective January 1, 2020 and 1.5% effective July 1, 2020
1.5% effective January 1, 2021 and 1.5% effective July 1, 2021
1.5% effective January 1, 2022 and 1.5% effective July 1, 2022
 - b. Effective July 1, 2011 a new grade/step table for new employees shall be established with 16 steps at the rate of 3.45% per step.
 - c. To be eligible for a July 1 step increase, an employee must be appointed and actually working on April 1 of that a calendar year. Employees appointed and actually working in the position after April 1 shall receive a step increase on July 1 of the following calendar year.

ARTICLE NINETEEN
(continued)

POSITION ALLOCATION AND SALARY PLAN

SALARY PLAN (continued)

- d. Step pay for eligible employees for the years below shall be made as follows:

2018 – July 1, 2018

2019 – July 1, 2019

2020 – July 1, 2020

2021 – July 1, 2021

2022 – July 1, 2022

2. Laborers assigned to perform recycling tasks at the Municipal Services Facility (MSF) by the Sanitation Supervisor, shall be placed in grade C+ of Table Two. Should such laborers be redirected to non-recycling tasks for more than one payroll period or be reassigned to another department, they will then be placed in grade C of Table Two.
3. The parties understand and agree that there shall not be created a grade above grade I in Table Two for the term of this contract.

TABLE ONE

Position Allocation List – “A”
35 Hour Week

0205	Account Clerk.....	10
0221	Accountant.....	18
0902	Administrative Assistant.....	16
2715	Alcoholism Educator.....	15
5770	Applicant & Complaint Investigator.....	18
0676	Appraisal Systems Analyst.....	17
0601	Assessment Aide.....	06
0603	Assessment Assistant.....	16
0590	Assessment Clerk.....	06
1013	Assistant Civil Engineer.....	22
0275	Assistant to Town Tax Receiver.....	16
0231	Auditor.....	15
5113	Building Plans Examiner.....	15
1014	Civil Engineer.....	25
3701	Community Service Aide.....	06
1107	Computer Graphics Mapping Specialist.....	15
0540	Computer Programmer Trainee.....	15
0541	Computer Programmer.....	18
0519	Computer Technician.....	16
2711	Drug Abuse Educator.....	15
2704	Drug & Alcohol Community Coordinator I.....	15
2707	Drug & Alcohol Community Coordinator II.....	17
2705	Drug & Alcohol Counselor I.....	15
2706	Drug & Alcohol Counselor II.....	17
2701	Drug Counselor.....	14
2795	EAP Coordinator.....	19
0415	Employee Benefits Supervisor.....	18
1001	Engineering Aide.....	10
5119	Engineering Inspector.....	15
1205	Environmental Aide.....	10
1241	Environmental Analyst.....	17
1517	Environmental Planner.....	19
1211	Environmentalist I.....	16
1212	Environmentalist II.....	19
1210	Environmental Technician.....	15

TABLE ONE (continued)

Position Allocation List – “A”
35 Hour Week

1105	Geographic Information Systems Supervisor.....	20
1106	Geographic Information Systems Technician I.....	14
1108	Geographic Information Systems Technician II.....	16
5359	Health & Safety Assistant.....	19
1579	Housing Rehabilitation Administrator.....	22
5751	Investigator I.....	17
5752	Investigator II.....	18
5137	Lighting Inspector.....	15
3706	Neighborhood Aide.....	03
0761	Network & Systems Administrator.....	21
0759	Network & Systems Specialist I.....	18
0760	Network & Systems Specialist II.....	20
0021	Office Assistant	07
5181	Ordinance Inspector.....	18
6139	Paralegal.....	18
0441	Payroll Supervisor.....	19
1511	Planner.....	17
1509	Planner Trainee.....	15
1510	Planning Aide.....	14
0207	Principal Account Clerk.....	14
0592	Principal Assessment Clerk.....	12
0013	Principal Office Assistant.....	12
1003	Principal Engineering Aide.....	14
5121	Principal Engineering Inspector.....	19
1223	Principal Environmental Analyst.....	21
1514	Principal Planner.....	24
0033	Principal Stenographer.....	13
0555	Programmer Analyst.....	18
0343	Purchasing Agent.....	17
0341	Purchasing Technician.....	15
0746	Records Management Assistant.....	12
4003	Recreation Leader.....	14
4010	Recreation Supervisor.....	18
5361	Safety Officer.....	19
5149	Sanitation Inspector.....	17
0036	Secretarial Assistant.....	14
0222	Senior Accountant.....	19
0206	Senior Account Clerk.....	12

TABLE ONE (continued)

Position Allocation List – “A”
35 Hour Week

0604	Senior Assessment Assistant.....	17
0591	Senior Assessment Clerk.....	09
0232	Senior Auditor.....	18
3699	Senior Citizens Assistant.....	16
3715	Senior Citizens Nutrition Center Manager.....	14
3713	Senior Citizens Center Manager.....	17
3719	Senior Citizens Club Leader.....	13
3717	Senior Citizens Program Supervisor.....	18
0022	Senior Office Assistant.....	10
0542	Senior Computer Programmer.....	20
1002	Senior Engineering Aide.....	12
5120	Senior Engineering Inspector.....	17
1242	Senior Environmental Analyst.....	19
0041	Senior Legal Secretary.....	12
3707	Senior Neighborhood Aide.....	15
1512	Senior Planner.....	19
0556	Senior Programmer Analyst.....	20
4004	Senior Recreation Leader.....	16
5362	Senior Safety Officer.....	21
0269	Senior Scale Operator.....	11
5115	Site Plan Reviewer.....	17
0529	Technical Support Representative.....	14
5791	Town Investigator.....	18
1602	Traffic Technician II.....	15
1603	Traffic Technician III.....	17
7369	Urban Forester.....	19
3731	Youth Counselor.....	15
3751	Youth Services Coordinator.....	18
5161	Zoning Inspector.....	13

TABLE ONE (continued)

Position Allocation List – “B”
40 Hour Week

5414	Animal Control Officer I.....	F
5415	Animal Control Officer II.....	G
5440	Animal Preserve Caretaker.....	E
5423	Animal Shelter Education Specialist.....	15
5127	Assistant Chief Fire Marshal.....	18
7197	Auto Body Mechanic.....	G
7201	Auto Equipment Operator.....	D
7191	Auto Mechanic I.....	D
7192	Auto Mechanic II.....	F
7193	Auto Mechanic III.....	G
7194	Auto Mechanic IV.....	H
7195	Auto Mechanic V.....	I
0322	Auto Parks Clerk.....	F
0323	Auto Parts Manager.....	H
5051	Bay Constable.....	15
5107	Building Inspector.....	15
7521	Building Maintenance Supervisor.....	D
5128	Chief Fire Marshal.....	21
7171	Communications Mechanic.....	E
7173	Communications Technician.....	F
7205	Construction Equipment Operator.....	G
8051	Custodial Worker I.....	C
8052	Custodial Worker II.....	D
0171	Dispatcher.....	F
5125	Fire Marshal I.....	15
5126	Fire Marshal II.....	17
7013	Gardener.....	F
7012	Groundskeeper I.....	D
7361	Groundskeeper II.....	F
7363	Groundskeeper III.....	I
7080	Guard.....	C
4233	Harbormaster.....	21
7203	Heavy Equipment Operator.....	F
7373	Heavy Equipment Repair Supervisor.....	I
7307	Highway Construction Supervisor.....	I
7309	Highway General Supervisor.....	I
7305	Highway Labor Crew Leader.....	H
7312	Highway Maintenance Crew Leader.....	I
7318	Highway Project Inspector.....	H
5410	Kennel Attendant.....	E
7301	Labor Crew Leader I.....	G

TABLE ONE (continued)

Position Allocation List – “B”
40 Hour Week

7302	Labor Crew Leader II.....	H
7001	Laborer.....	C
7009	Laborer (Recycling).....	C+
7002	Maintenance Mechanic I.....	D
7003	Maintenance Mechanic II.....	E
7004	Maintenance Mechanic III.....	F
7005	Maintenance Mechanic IV.....	G
7161	Marine Mechanic.....	H
7221	Mini-Bus Driver.....	D
5183	Ordinance Enforcement Officer.....	21
7334	Paint Shop Crew Leader.....	G
7347	Park Maintenance Crew Leader.....	H
5601	Park Ranger I.....	15
5602	Park Ranger II.....	17
5603	Park Ranger III.....	21
4260	Parks Interpretive Specialist.....	16
5143	Plumbing Inspector.....	15
0177	Public Safety Dispatcher I.....	15
5109	Principal Building Inspector.....	19
0162	Radio Dispatcher II.....	16
7392	Sanitation Site Crew Leader.....	I
0268	Scale Operator.....	09
5052	Senior Bay Constable.....	17
5108	Senior Building Inspector.....	17
1615	Sr. Citizen Bus Service Supervisor.....	H
7081	Senior Guard.....	D
5138	Senior Lighting Inspector.....	17
7111	Sign Painter I.....	E
7333	Sign Painter II.....	F
5144	Senior Plumbing Inspector.....	17
5155	Sign Inspector.....	15
0313	Storekeeper.....	B
7523	Town Building Maintenance Crew Leader.....	H
7351	Town Maintenance Crew Leader.....	I
1605	Traffic Engineer I.....	18
1606	Traffic Engineer II.....	21
1607	Traffic Engineer III.....	22
1601	Traffic Technician I.....	12
1685	Traffic Signal Maintenance Supervisor.....	I
7016	Tree Trimmer.....	B
5424	Veterinarian Technician.....	15
7133	Water District Maintenance Crew Leader.....	I
7143	Water Meter Reader.....	C

ARTICLE TWENTY

CONCLUSION

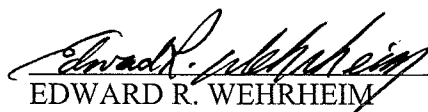
A. SAVINGS CLAUSE


If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiation with the CSEA representatives and shall not be considered a new benefit.

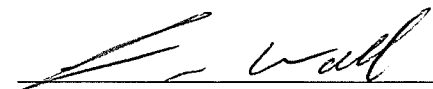
B. LEGISLATIVE APPROVAL

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

DATED APR - 6 2022
Smithtown, New York


EDWARD R. WEHRHEIM
SUPERVISOR
TOWN OF SMITHTOWN


CHRISTOPHER DOWNER
PRESIDENT, CSEA
TOWN OF SMITHTOWN


JAMES WALL
LABOR RELATIONS SPECIALIST
CSEA, INC. LOCAL 1000
AFSCME AFL-CIO

APPENDIX

COLLECTED PROVISIONS RELATING TO RETIREMENT

The provisions in this Appendix appear throughout this Agreement. They have been copied and collected below for general reference and convenience.

RETIREMENT PLAN (See Article Two, Section H)

The Town agrees to continue in force, subject to any mandatory modifications as may be required by law, rule or regulation, the Retirement Plan in effect as of December 31, 1978.

LETTER OF AGREEMENT (See Article Twelve, Section E)

Effective January 1, 2003, retiring employees shall receive prior to their retirement an individual agreement executed by the Town guaranteeing payment for health insurance in accordance with the provisions of the preceding paragraph. Such agreement shall also guarantee that health insurance coverage shall be provided through the same plan for retirees as it is for active employees.

VACATION TIME LUMP SUM PAYMENT (See Article Nine, Section D)

Employees shall be entitled to a lump sum payment for accumulated unused vacation leave credits not exceeding the equivalent of two years at the time of retirement, separation from service or upon death, payable to the Estate of the employee, provided such payment is permitted by State Law.

Employees hired after February 27, 2007 with less than ten (10) years of service with the Town will receive lump sum payment for 50% of their accumulated vacation time.

APPENDIX
(continued)

COLLECTED PROVISIONS RELATING TO RETIREMENT

SICK TIME LUMP SUM PAYMENT (See Article Eleven, Section B)

At the time of resignation, retirement or death, employees except probationary employees shall be entitled to a lump sum payment for accumulated unused sick leave (time) credits, in accordance with Article Eleven at the time of separation from service.

Calculation of payment shall be as follows:

For Employees Hired BEFORE March 21, 2019

With <u>less than 10</u> years of continuous service:	A lump sum payment of 65% of their accumulated sick leave credits paid at 80% of their wages
With <u>10 or more</u> years of continuous service:	A lump sum payment of 100% accumulated sick leave credits paid at 100% of their wages
Upon death:	A lump sum payment shall be payable to the estate of the employee

For Employees Hired ON or AFTER March 21, 2019

Employees hired on or after March 21, 2019 will have the maximum accumulation of sick time of one hundred ten (110) days. Such employees will receive a lump sum payment in an amount not to exceed one day for every three days accumulated (i.e., at 1/3 of the days accumulated) at retirement.

VESTEE STATUS (See Article Twelve, Section F)

Employees who leave the service of the Town within five (5) years prior to becoming eligible to receive a retirement benefit from a retirement system administered by New York State may retain coverage in the medical plan if they:

1. Have met the Town's service requirements for health insurance coverage in retirement; and
2. Have a vested retirement allowance; and
3. Pay the entire cost of coverage on a monthly basis and maintain such payments until such time as they are eligible to receive a retirement benefit.

APPENDIX
(continued)

COLLECTED PROVISIONS RELATING TO RETIREMENT

MEDICAL INSURANCE COSTS FOR ACTIVE EMPLOYEES (See Article Twelve, Section B)

FOR ACTIVE EMPLOYEES HIRED:
Before August 28, 2003

The cost of health insurance coverage (individual or family coverage, whichever is selected by any such employee) shall be fully paid by the Town.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) fully paid by the Town, an employee must have ten (10) years of full-time service with the Town, of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

FOR ACTIVE EMPLOYEES HIRED:
On or after August 28, 2003
BUT before February 28, 2007

Such employees shall contribute ten (10%) percent of the annual premium (for individual or family coverage, whichever is selected by any such employee) for the first ten (10) years of employment, notwithstanding any applicable waiting period; provided, however, that any such employee who had delayed in enrolling in the medical plan, must, while employed, still meet the ten (10) year employee contribution requirement.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) fully paid for by the Town, an employee must have fifteen (15) full-time years of service with the Town of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement

system administered by the New York State Retirement System.

APPENDIX
(continued)

COLLECTED PROVISIONS RELATING TO RETIREMENT

FOR ACTIVE EMPLOYEES HIRED:

On or after February 28, 2007

Such employee shall contribute ten (10%) toward the annual premium (for individual or family coverage, whichever is selected by any such employee) throughout the duration of their coverage.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) partially paid for by the Town, an employee must have fifteen (15) full-time years of service with the Town of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

FOR ACTIVE EMPLOYEES HIRED:

On or after March 21, 2019

Such employee shall contribute fifteen (15%) toward the annual premium (for individual or family coverage, whichever is selected by any such employee) throughout the duration of their coverage.

In order to be covered by medical insurance in retirement (individual or family coverage, whichever was selected by any such employee prior to retirement) partially paid for by the Town, an employee must have fifteen (15) full-time years of service with the Town of which five (5) years of consecutive full-time service must be immediately prior to becoming eligible to receive a retirement benefit from a retirement system administered by the New York State Retirement System.

APPENDIX
(continued)

COLLECTED PROVISIONS RELATING TO RETIREMENT

MEDICAL INSURANCE COSTS FOR ACTIVE EMPLOYEES (See Article Twelve, Section D)

OTHER

1. If an employee is terminated, resigns, or otherwise leaves full-time employment with the Town and is subsequently re-employed by the Town, the date of the most recent full-time appointment shall determine the employee contribution rate, the number of years the employee must contribute, and the years of service needed to be eligible to continue Town paid (full or partial, as applicable) medical insurance into retirement.
2. Notwithstanding any other provision in this Section, employees who have met the Town's service requirement for medical insurance coverage in retirement, but have delayed in enrolling in the medical plan, must, while employed, meet the employee contribution (amount/rate and duration) requirements in effect at the time of the employee's date of employment in order to be eligible for Town-paid (full or partial, as applicable) medical insurance into retirement.
3. Health insurance will be paid for by the Town throughout an employee's retirement to the same extent that such health insurance (individual or family coverage, whichever was selected by the employee prior to retirement) was paid for immediately prior to retirement. That is, if, immediately prior to retirement, the employee was contributing a portion toward health insurance, then the employee will continue to contribute that same portion throughout retirement, as provided for in this Article, and that amount or rate, whichever is applicable, cannot be unilaterally increased by the Town.

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Z

Grade/Step 70 hrs 11 Steps

2018

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$17.85	\$19.36	\$20.34
									\$32,487.00	\$35,235.20	\$37,018.80
02								\$17.85	\$19.09	\$20.18	\$21.30
								\$32,487.00	\$34,743.80	\$36,727.60	\$38,766.00
03							\$17.85	\$19.09	\$20.18	\$21.30	\$22.45
							\$32,487.00	\$34,743.80	\$36,727.60	\$38,766.00	\$40,859.00
04						\$17.85	\$19.02	\$20.09	\$21.20	\$22.36	\$23.62
						\$32,487.00	\$34,616.40	\$36,563.80	\$38,584.00	\$40,695.20	\$42,988.40
05					\$17.85	\$19.00	\$20.06	\$21.16	\$22.30	\$23.49	\$24.80
					\$32,487.00	\$34,580.00	\$36,509.20	\$38,511.20	\$40,586.00	\$42,751.80	\$45,136.00
06				\$17.85	\$18.85	\$19.92	\$20.94	\$22.13	\$23.32	\$24.63	\$26.00
				\$32,487.00	\$34,307.00	\$36,254.40	\$38,110.80	\$40,276.60	\$42,442.40	\$44,826.60	\$47,320.00
07			\$17.85	\$18.78	\$19.77	\$20.84	\$22.02	\$23.25	\$24.52	\$25.83	\$27.28
			\$32,487.00	\$34,179.60	\$35,981.40	\$37,928.80	\$40,076.40	\$42,315.00	\$44,626.40	\$47,010.60	\$49,649.60
08		\$17.85	\$18.68	\$19.68	\$20.78	\$21.90	\$23.14	\$24.40	\$25.72	\$27.14	\$28.66
		\$32,487.00	\$33,997.60	\$35,817.60	\$37,819.60	\$39,858.00	\$42,114.80	\$44,408.00	\$46,810.40	\$49,394.80	\$52,161.20
09	\$17.85	\$18.55	\$19.59	\$20.71	\$21.85	\$23.03	\$24.27	\$25.63	\$27.00	\$28.53	\$30.05
	\$32,487.00	\$33,761.00	\$35,653.80	\$37,692.20	\$39,767.00	\$41,914.60	\$44,171.40	\$46,646.60	\$49,140.00	\$51,924.60	\$54,691.00
10	\$18.49	\$19.50	\$20.61	\$21.75	\$22.93	\$24.16	\$25.53	\$26.92	\$28.36	\$29.95	\$31.58
	\$33,651.80	\$35,490.00	\$37,510.20	\$39,585.00	\$41,732.60	\$43,971.20	\$46,464.60	\$48,994.40	\$51,615.20	\$54,509.00	\$57,475.60
11	\$19.43	\$20.53	\$21.60	\$22.81	\$24.06	\$25.38	\$26.81	\$28.27	\$29.79	\$31.48	\$33.19
	\$35,362.60	\$37,364.60	\$39,312.00	\$41,514.20	\$43,789.20	\$46,191.60	\$48,794.20	\$51,451.40	\$54,217.80	\$57,293.60	\$60,405.80
12	\$20.35	\$21.49	\$22.67	\$23.96	\$25.29	\$26.63	\$28.13	\$29.68	\$31.30	\$33.03	\$34.83
	\$37,037.00	\$39,111.80	\$41,259.40	\$43,607.20	\$46,027.80	\$48,466.60	\$51,196.60	\$54,017.60	\$56,966.00	\$60,114.60	\$63,390.60
13	\$21.39	\$22.57	\$23.84	\$25.15	\$26.48	\$27.98	\$29.49	\$31.15	\$32.85	\$34.65	\$36.57
	\$38,929.80	\$41,077.40	\$43,388.80	\$45,773.00	\$48,193.60	\$50,923.60	\$53,671.80	\$56,693.00	\$59,787.00	\$63,063.00	\$66,557.40
14	\$22.47	\$23.70	\$25.01	\$26.40	\$27.87	\$29.39	\$31.01	\$32.70	\$34.53	\$36.38	\$38.41
	\$40,895.40	\$43,134.00	\$45,518.20	\$48,048.00	\$50,723.40	\$53,489.80	\$56,438.20	\$59,514.00	\$62,844.60	\$66,211.60	\$69,906.20

Grade/Step 70 hrs 11 Steps

2018

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$23.63	\$24.89	\$26.29	\$27.69	\$29.24	\$30.86	\$32.54	\$34.31	\$36.22	\$38.21	\$40.32
	\$43,006.60	\$45,299.80	\$47,847.80	\$50,395.80	\$53,216.80	\$56,165.20	\$59,222.80	\$62,444.20	\$65,920.40	\$69,542.20	\$73,382.40
16	\$24.79	\$26.16	\$27.61	\$29.13	\$30.74	\$32.41	\$34.19	\$36.09	\$38.03	\$40.15	\$42.32
	\$45,117.80	\$47,611.20	\$50,250.20	\$53,016.60	\$55,946.80	\$58,986.20	\$62,225.80	\$65,683.80	\$69,214.60	\$73,073.00	\$77,022.40
17	\$26.02	\$27.50	\$28.95	\$30.55	\$32.24	\$34.02	\$35.89	\$37.88	\$39.93	\$42.13	\$44.48
	\$47,356.40	\$50,050.00	\$52,689.00	\$55,601.00	\$58,676.80	\$61,916.40	\$65,319.80	\$68,941.60	\$72,672.60	\$76,676.60	\$80,953.60
18	\$27.32	\$28.82	\$30.39	\$32.07	\$33.87	\$35.75	\$37.73	\$39.75	\$41.95	\$44.22	\$46.70
	\$49,722.40	\$52,452.40	\$55,309.80	\$58,367.40	\$61,643.40	\$65,065.00	\$68,668.60	\$72,345.00	\$76,349.00	\$80,480.40	\$84,994.00
19	\$28.70	\$30.28	\$31.96	\$33.71	\$35.53	\$37.50	\$39.59	\$41.75	\$44.06	\$46.45	\$48.99
	\$52,234.00	\$55,109.60	\$58,167.20	\$61,352.20	\$64,664.60	\$68,250.00	\$72,053.80	\$75,985.00	\$80,189.20	\$84,539.00	\$89,161.80
20	\$30.16	\$31.82	\$33.55	\$35.38	\$37.34	\$39.40	\$41.54	\$43.88	\$46.25	\$48.81	\$51.46
	\$54,891.20	\$57,912.40	\$61,061.00	\$64,391.60	\$67,958.80	\$71,708.00	\$75,602.80	\$79,861.60	\$84,175.00	\$88,834.20	\$93,657.20
21	\$31.63	\$33.38	\$35.24	\$37.18	\$39.17	\$41.36	\$43.57	\$46.03	\$48.54	\$51.19	\$54.04
	\$57,566.60	\$60,751.60	\$64,136.80	\$67,667.60	\$71,289.40	\$75,275.20	\$79,297.40	\$83,774.60	\$88,342.80	\$93,165.80	\$98,352.80
22	\$33.22	\$35.05	\$36.96	\$39.02	\$41.15	\$43.41	\$45.79	\$48.33	\$51.01	\$53.82	\$56.76
	\$60,460.40	\$63,791.00	\$67,267.20	\$71,016.40	\$74,893.00	\$79,006.20	\$83,337.80	\$87,960.60	\$92,838.20	\$97,952.40	\$103,303.20
23	\$34.86	\$36.81	\$38.85	\$40.96	\$43.21	\$45.58	\$48.12	\$50.77	\$53.54	\$56.46	\$59.62
	\$63,445.20	\$66,994.20	\$70,707.00	\$74,547.20	\$78,642.20	\$82,955.60	\$87,578.40	\$92,401.40	\$97,442.80	\$102,757.20	\$108,508.40
24	\$36.62	\$38.61	\$40.77	\$42.99	\$45.40	\$47.86	\$50.48	\$53.27	\$56.19	\$59.26	\$62.57
	\$66,648.40	\$70,270.20	\$74,201.40	\$78,241.80	\$82,628.00	\$87,105.20	\$91,873.60	\$96,951.40	\$102,265.80	\$107,853.20	\$113,877.40
25	\$38.43	\$40.58	\$42.80	\$45.14	\$47.63	\$50.26	\$53.00	\$55.92	\$59.03	\$62.25	\$65.66
	\$69,942.60	\$73,855.60	\$77,896.00	\$82,154.80	\$86,686.60	\$91,473.20	\$96,460.00	\$101,774.40	\$107,434.60	\$113,295.00	\$119,501.20
26	\$40.36	\$42.61	\$44.91	\$47.42	\$50.03	\$52.74	\$55.68	\$58.70	\$61.98	\$65.38	\$68.95
	\$73,455.20	\$77,550.20	\$81,736.20	\$86,304.40	\$91,054.60	\$95,986.80	\$101,337.60	\$106,834.00	\$112,803.60	\$118,991.60	\$125,489.00
27	\$42.41	\$44.72	\$47.16	\$49.77	\$52.53	\$55.38	\$58.50	\$61.65	\$65.12	\$68.66	\$72.42
	\$77,186.20	\$81,390.40	\$85,831.20	\$90,581.40	\$95,604.60	\$100,791.60	\$106,470.00	\$112,203.00	\$118,518.40	\$124,961.20	\$131,804.40
28	\$44.53	\$46.98	\$49.55	\$52.28	\$55.17	\$58.16	\$61.37	\$64.76	\$68.31	\$72.07	\$75.99
	\$81,044.60	\$85,503.60	\$90,181.00	\$95,149.60	\$100,409.40	\$105,851.20	\$111,693.40	\$117,863.20	\$124,324.20	\$131,167.40	\$138,301.80

Grade/Step 70 hrs 16 step table

2018

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$17.85	\$18.47	\$19.11	\$20.34
													32,487.00	33,615.40	34,780.20	37,018.80
02											\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.30
											32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,766.00
03										\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$22.45
										32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	40,859.00
04								\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.62
								32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	39,858.00	41,204.80	42,988.40
05							\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.80
							32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	39,858.00	41,204.80	42,624.40	45,136.00
06					\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$26.00
					32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	39,858.00	41,204.80	42,624.40	44,116.80	45,609.20	47,320.00
07				\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$27.28
				32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	39,858.00	41,204.80	42,624.40	44,116.80	45,609.20	47,229.00	49,649.60
08			\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$26.85	\$28.66
			32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	39,858.00	41,204.80	42,624.40	44,116.80	45,609.20	47,229.00	48,867.00	52,161.20
09	\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$26.85	\$27.74	\$28.71	\$30.05
	32,487.00	33,615.40	34,780.20	35,981.40	37,219.00	38,511.20	39,858.00	41,204.80	42,624.40	44,116.80	45,609.20	47,229.00	48,867.00	50,486.80	52,252.20	54,691.00
10	\$18.49	\$19.14	\$19.78	\$20.46	\$21.18	\$21.91	\$22.65	\$23.45	\$24.25	\$25.07	\$25.96	\$26.86	\$27.76	\$28.72	\$29.72	\$31.58
	33,651.80	34,834.80	35,999.60	37,237.20	38,547.60	39,876.20	41,223.00	42,679.00	44,135.00	45,627.40	47,247.20	48,885.20	50,523.20	52,270.40	54,090.40	57,475.60
11	\$19.43	\$20.10	\$20.81	\$21.52	\$22.27	\$23.03	\$23.84	\$24.66	\$25.50	\$26.39	\$27.31	\$28.24	\$29.22	\$30.24	\$31.28	\$33.19
	35,362.60	36,582.00	37,874.20	39,166.40	40,531.40	41,914.60	43,388.80	44,881.20	46,410.00	48,029.80	49,704.20	51,396.80	53,180.40	55,036.80	56,929.60	60,405.80
12	\$20.35	\$21.04	\$21.79	\$22.54	\$23.31	\$24.11	\$24.94	\$25.80	\$26.69	\$27.61	\$28.57	\$29.57	\$30.57	\$31.64	\$32.72	\$34.83
	37,037.00	38,292.80	39,657.80	41,022.80	42,424.20	43,880.20	45,390.80	46,956.00	48,575.80	50,250.20	51,997.40	53,817.40	55,637.40	57,584.80	59,550.40	63,390.60
13	\$21.39	\$22.11	\$22.90	\$23.67	\$24.49	\$25.35	\$26.22	\$27.11	\$28.05	\$29.03	\$30.01	\$31.05	\$32.13	\$33.22	\$34.37	\$36.57
	38,929.80	40,240.20	41,678.00	43,079.40	44,571.80	46,137.00	47,720.40	49,340.20	51,051.00	52,834.60	54,618.20	56,511.00	58,476.60	60,460.40	62,553.40	66,557.40
14	\$22.47	\$23.24	\$24.04	\$24.86	\$25.72	\$26.60	\$27.54	\$28.49	\$29.45	\$30.47	\$31.52	\$32.60	\$33.73	\$34.89	\$36.09	\$38.41
	40,895.40	42,296.80	43,752.80	45,245.20	46,810.40	48,412.00	50,122.80	51,851.80	53,599.00	55,455.40	57,366.40	59,332.00	61,388.60	63,499.80	65,683.80	69,906.20
15	\$23.63	\$24.43	\$25.30	\$26.16	\$27.06	\$28.00	\$28.97	\$29.96	\$31.00	\$32.06	\$33.17	\$34.32	\$35.49	\$36.73	\$38.02	\$40.32
	43,006.60	44,462.60	46,046.00	47,611.20	49,249.20	50,960.00	52,725.40	54,527.20	56,420.00	58,349.20	60,369.40	62,462.40	64,591.80	66,848.60	69,196.40	73,382.40
16	\$24.79	\$25.65	\$26.52	\$27.46	\$28.38	\$29.37	\$30.39	\$31.44	\$32.51	\$33.64	\$34.78	\$36.00	\$37.24	\$38.50	\$39.84	\$42.32
	45,117.80	46,683.00	48,266.40	49,977.20	51,651.60	53,453.40	55,309.80	57,220.80	59,168.20	61,224.80	63,299.60	65,520.00	67,776.80	70,070.00	72,508.80	77,022.40
17	\$26.02	\$26.92	\$27.86	\$28.80	\$29.79	\$30.82	\$31.89	\$32.99	\$34.12	\$35.30	\$36.52	\$37.76	\$39.08	\$40.43	\$41.83	\$44.48
	47,356.40	48,994.40	50,705.20	52,416.00	54,217.80	56,092.40	58,039.80	60,041.80	62,098.40	64,246.00	66,466.40	68,723.20	71,125.60	73,582.60	76,130.60	80,953.60
18	\$27.32	\$28.25	\$29.23	\$30.25	\$31.29	\$32.38	\$33.50	\$34.65	\$35.84	\$37.07	\$38.36	\$39.70	\$41.06	\$42.49	\$43.95	\$46.70
	49,722.40	51,415.00	53,198.60	55,055.00	56,947.80	58,931.60	60,970.00	63,063.00	65,228.80	67,467.40	69,815.20	72,254.00	74,729.20	77,331.80	79,989.00	84,994.00
19	\$28.70	\$29.70	\$30.73	\$31.77	\$32.87	\$34.00	\$35.19	\$36.39	\$37.65	\$38.94	\$40.29	\$41.69	\$43.13	\$44.60	\$46.16	\$48.99
	52,234.00	54,054.00	55,928.60	57,821.40	59,823.40	61,880.00	64,045.80	66,229.80	68,523.00	70,870.80	73,327.80	75,875.80	78,496.60	81,172.00	84,011.20	89,161.80

Grade/Step 70 hrs 16 step table

2018

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$30.16	\$31.19	\$32.27	\$33.38	\$34.54	\$35.74	\$36.96	\$38.23	\$39.56	\$40.92	\$42.32	\$43.78	\$45.30	\$46.85	\$48.47	\$51.46
	54,891.20	56,765.80	58,731.40	60,751.60	62,862.80	65,046.80	67,267.20	69,578.60	71,999.20	74,474.40	77,022.40	79,679.60	82,446.00	85,267.00	88,215.40	93,657.20
21	\$31.63	\$32.71	\$33.84	\$35.02	\$36.21	\$37.47	\$38.77	\$40.10	\$41.48	\$42.91	\$44.41	\$45.94	\$47.51	\$49.15	\$50.87	\$54.04
	57,566.60	59,532.20	61,588.80	63,736.40	65,902.20	68,195.40	70,561.40	72,982.00	75,493.60	78,096.20	80,826.20	83,610.80	86,468.20	89,453.00	92,583.40	98,352.80
22	\$33.22	\$34.37	\$35.54	\$36.78	\$38.07	\$39.37	\$40.72	\$42.13	\$43.57	\$45.09	\$46.66	\$48.27	\$49.93	\$51.66	\$53.42	\$56.76
	60,460.40	62,553.40	64,682.80	66,939.60	69,287.40	71,653.40	74,110.40	76,676.60	79,297.40	82,063.80	84,921.20	87,851.40	90,872.60	94,021.20	97,224.40	103,303.20
23	\$34.86	\$36.07	\$37.33	\$38.61	\$39.92	\$41.30	\$42.73	\$44.21	\$45.73	\$47.33	\$48.95	\$50.63	\$52.39	\$54.17	\$56.07	\$59.62
	63,445.20	65,647.40	67,940.60	70,270.20	72,654.40	75,166.00	77,768.60	80,462.20	83,228.60	86,140.60	89,089.00	92,146.60	95,349.80	98,589.40	102,047.40	108,508.40
24	\$36.62	\$37.88	\$39.18	\$40.52	\$41.93	\$43.38	\$44.87	\$46.42	\$48.03	\$49.67	\$51.38	\$53.17	\$55.00	\$56.90	\$58.87	\$62.57
	66,648.40	68,941.60	71,307.60	73,746.40	76,312.60	78,951.60	81,663.40	84,484.40	87,414.60	90,399.40	93,511.60	96,769.40	100,100.00	103,558.00	107,143.40	113,877.40
25	\$38.43	\$39.77	\$41.15	\$42.56	\$44.02	\$45.54	\$47.10	\$48.75	\$50.41	\$52.16	\$53.96	\$55.80	\$57.74	\$59.73	\$61.79	\$65.66
	69,942.60	72,381.40	74,893.00	77,459.20	80,116.40	82,882.80	85,722.00	88,725.00	91,746.20	94,931.20	98,207.20	101,556.00	105,086.80	108,708.60	112,457.80	119,501.20
26	\$40.36	\$41.77	\$43.21	\$44.69	\$46.23	\$47.82	\$49.49	\$51.18	\$52.96	\$54.76	\$56.68	\$58.62	\$60.65	\$62.75	\$64.90	\$68.95
	73,455.20	76,021.40	78,642.20	81,335.80	84,138.60	87,032.40	90,071.80	93,147.60	96,387.20	99,663.20	103,157.60	106,688.40	110,383.00	114,205.00	118,118.00	125,489.00
27	\$42.41	\$43.89	\$45.40	\$46.95	\$48.56	\$50.26	\$51.97	\$53.79	\$55.63	\$57.55	\$59.54	\$61.59	\$63.72	\$65.92	\$68.20	\$72.42
	77,186.20	79,879.80	82,628.00	85,449.00	88,379.20	91,473.20	94,585.40	97,897.80	101,246.60	104,741.00	108,362.80	112,093.80	115,970.40	119,974.40	124,124.00	131,804.40
28	\$44.53	\$46.07	\$47.65	\$49.29	\$51.00	\$52.74	\$54.58	\$56.44	\$58.41	\$60.42	\$62.50	\$64.66	\$66.88	\$69.18	\$71.57	\$75.99
	81,044.60	83,847.40	86,723.00	89,707.80	92,820.00	95,986.80	99,335.60	102,720.80	106,306.20	109,964.40	113,750.00	117,681.20	121,721.60	125,907.60	130,257.40	138,301.80

Grade/Step 80 hrs 11 Steps 2018

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$17.85	\$19.36	\$20.34
									\$37,128.00	\$40,268.80	\$42,307.20
02								\$17.85	\$19.09	\$20.18	\$21.30
								\$37,128.00	\$39,707.20	\$41,974.40	\$44,304.00
03							\$17.85	\$19.09	\$20.18	\$21.30	\$22.45
							\$37,128.00	\$39,707.20	\$41,974.40	\$44,304.00	\$46,696.00
04						\$17.85	\$19.02	\$20.09	\$21.20	\$22.36	\$23.62
						\$37,128.00	\$39,561.60	\$41,787.20	\$44,096.00	\$46,508.80	\$49,129.60
05					\$17.85	\$19.00	\$20.06	\$21.16	\$22.30	\$23.49	\$24.80
					\$37,128.00	\$39,520.00	\$41,724.80	\$44,012.80	\$46,384.00	\$48,859.20	\$51,584.00
06				\$17.85	\$18.85	\$19.92	\$20.94	\$22.13	\$23.32	\$24.63	\$26.00
				\$37,128.00	\$39,208.00	\$41,433.60	\$43,555.20	\$46,030.40	\$48,505.60	\$51,230.40	\$54,080.00
07			\$17.85	\$18.78	\$19.77	\$20.84	\$22.02	\$23.25	\$24.52	\$25.83	\$27.28
			\$37,128.00	\$39,062.40	\$41,121.60	\$43,347.20	\$45,801.60	\$48,360.00	\$51,001.60	\$53,726.40	\$56,742.40
08		\$17.85	\$18.68	\$19.68	\$20.78	\$21.90	\$23.14	\$24.40	\$25.72	\$27.14	\$28.66
		\$37,128.00	\$38,854.40	\$40,934.40	\$43,222.40	\$45,552.00	\$48,131.20	\$50,752.00	\$53,497.60	\$56,451.20	\$59,612.80
09	\$17.85	\$18.55	\$19.59	\$20.71	\$21.85	\$23.03	\$24.27	\$25.63	\$27.00	\$28.53	\$30.05
	\$37,128.00	\$38,584.00	\$40,747.20	\$43,076.80	\$45,448.00	\$47,902.40	\$50,481.60	\$53,310.40	\$56,160.00	\$59,342.40	\$62,504.00
10	\$18.49	\$19.50	\$20.61	\$21.75	\$22.93	\$24.16	\$25.53	\$26.92	\$28.36	\$29.95	\$31.58
	\$38,459.20	\$40,560.00	\$42,868.80	\$45,240.00	\$47,694.40	\$50,252.80	\$53,102.40	\$55,993.60	\$58,988.80	\$62,296.00	\$65,686.40
11	\$19.43	\$20.53	\$21.60	\$22.81	\$24.06	\$25.38	\$26.81	\$28.27	\$29.79	\$31.48	\$33.19
	\$40,414.40	\$42,702.40	\$44,928.00	\$47,444.80	\$50,044.80	\$52,790.40	\$55,764.80	\$58,801.60	\$61,963.20	\$65,478.40	\$69,035.20
12	\$20.35	\$21.49	\$22.67	\$23.96	\$25.29	\$26.63	\$28.13	\$29.68	\$31.30	\$33.03	\$34.83
	\$42,328.00	\$44,699.20	\$47,153.60	\$49,836.80	\$52,603.20	\$55,390.40	\$58,510.40	\$61,734.40	\$65,104.00	\$68,702.40	\$72,446.40
13	\$21.39	\$22.57	\$23.84	\$25.15	\$26.48	\$27.98	\$29.49	\$31.15	\$32.85	\$34.65	\$36.57
	\$44,491.20	\$46,945.60	\$49,587.20	\$52,312.00	\$55,078.40	\$58,198.40	\$61,339.20	\$64,792.00	\$68,328.00	\$72,072.00	\$76,065.60
14	\$22.47	\$23.70	\$25.01	\$26.40	\$27.87	\$29.39	\$31.01	\$32.70	\$34.53	\$36.38	\$38.41
	\$46,737.60	\$49,296.00	\$52,020.80	\$54,912.00	\$57,969.60	\$61,131.20	\$64,500.80	\$68,016.00	\$71,822.40	\$75,670.40	\$79,892.80

Grade/Step 80 hrs 11 Steps 2018

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$23.63	\$24.89	\$26.29	\$27.69	\$29.24	\$30.86	\$32.54	\$34.31	\$36.22	\$38.21	\$40.32
	\$49,150.40	\$51,771.20	\$54,683.20	\$57,595.20	\$60,819.20	\$64,188.80	\$67,683.20	\$71,364.80	\$75,337.60	\$79,476.80	\$83,865.60
16	\$24.79	\$26.16	\$27.61	\$29.13	\$30.74	\$32.41	\$34.19	\$36.09	\$38.03	\$40.15	\$42.32
	\$51,563.20	\$54,412.80	\$57,428.80	\$60,590.40	\$63,939.20	\$67,412.80	\$71,115.20	\$75,067.20	\$79,102.40	\$83,512.00	\$88,025.60
17	\$26.02	\$27.50	\$28.95	\$30.55	\$32.24	\$34.02	\$35.89	\$37.88	\$39.93	\$42.13	\$44.48
	\$54,121.60	\$57,200.00	\$60,216.00	\$63,544.00	\$67,059.20	\$70,761.60	\$74,651.20	\$78,790.40	\$83,054.40	\$87,630.40	\$92,518.40
18	\$27.32	\$28.82	\$30.39	\$32.07	\$33.87	\$35.75	\$37.73	\$39.75	\$41.95	\$44.22	\$46.70
	\$56,825.60	\$59,945.60	\$63,211.20	\$66,705.60	\$70,449.60	\$74,360.00	\$78,478.40	\$82,680.00	\$87,256.00	\$91,977.60	\$97,136.00
19	\$28.70	\$30.28	\$31.96	\$33.71	\$35.53	\$37.50	\$39.59	\$41.75	\$44.06	\$46.45	\$48.99
	\$59,696.00	\$62,982.40	\$66,476.80	\$70,116.80	\$73,902.40	\$78,000.00	\$82,347.20	\$86,840.00	\$91,644.80	\$96,616.00	\$101,899.20
20	\$30.16	\$31.82	\$33.55	\$35.38	\$37.34	\$39.40	\$41.54	\$43.88	\$46.25	\$48.81	\$51.46
	\$62,732.80	\$66,185.60	\$69,784.00	\$73,590.40	\$77,667.20	\$81,952.00	\$86,403.20	\$91,270.40	\$96,200.00	\$101,524.80	\$107,036.80
21	\$31.63	\$33.38	\$35.24	\$37.18	\$39.17	\$41.36	\$43.57	\$46.03	\$48.54	\$51.19	\$54.04
	\$65,790.40	\$69,430.40	\$73,299.20	\$77,334.40	\$81,473.60	\$86,028.80	\$90,625.60	\$95,742.40	\$100,963.20	\$106,475.20	\$112,403.20
22	\$33.22	\$35.05	\$36.96	\$39.02	\$41.15	\$43.41	\$45.79	\$48.33	\$51.01	\$53.82	\$56.76
	\$69,097.60	\$72,904.00	\$76,876.80	\$81,161.60	\$85,592.00	\$90,292.80	\$95,243.20	\$100,526.40	\$106,100.80	\$111,945.60	\$118,060.80
23	\$34.86	\$36.81	\$38.85	\$40.96	\$43.21	\$45.58	\$48.12	\$50.77	\$53.54	\$56.46	\$59.62
	\$72,508.80	\$76,564.80	\$80,808.00	\$85,196.80	\$89,876.80	\$94,806.40	\$100,089.60	\$105,601.60	\$111,363.20	\$117,436.80	\$124,009.60
24	\$36.62	\$38.61	\$40.77	\$42.99	\$45.40	\$47.86	\$50.48	\$53.27	\$56.19	\$59.26	\$62.57
	\$76,169.60	\$80,308.80	\$84,801.60	\$89,419.20	\$94,432.00	\$99,548.80	\$104,998.40	\$110,801.60	\$116,875.20	\$123,260.80	\$130,145.60
25	\$38.43	\$40.58	\$42.80	\$45.14	\$47.63	\$50.26	\$53.00	\$55.92	\$59.03	\$62.25	\$65.66
	\$79,934.40	\$84,406.40	\$89,024.00	\$93,891.20	\$99,070.40	\$104,540.80	\$110,240.00	\$116,313.60	\$122,782.40	\$129,480.00	\$136,572.80
26	\$40.36	\$42.61	\$44.91	\$47.42	\$50.03	\$52.74	\$55.68	\$58.70	\$61.98	\$65.38	\$68.95
	\$83,948.80	\$88,628.80	\$93,412.80	\$98,633.60	\$104,062.40	\$109,699.20	\$115,814.40	\$122,096.00	\$128,918.40	\$135,990.40	\$143,416.00
27	\$42.41	\$44.72	\$47.16	\$49.77	\$52.53	\$55.38	\$58.50	\$61.65	\$65.12	\$68.66	\$72.42
	\$88,212.80	\$93,017.60	\$98,092.80	\$103,521.60	\$109,262.40	\$115,190.40	\$121,680.00	\$128,232.00	\$135,449.60	\$142,812.80	\$150,633.60
28	\$44.53	\$46.98	\$49.55	\$52.28	\$55.17	\$58.16	\$61.37	\$64.76	\$68.31	\$72.07	\$75.99
	\$92,622.40	\$97,718.40	\$103,064.00	\$108,742.40	\$114,753.60	\$120,972.80	\$127,649.60	\$134,700.80	\$142,084.80	\$149,905.60	\$158,059.20

Grade/Step 80 hrs 11 Steps 2018

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$17.85	\$18.41	\$19.39	\$20.35	\$21.59	\$22.73
						\$37,128.00	\$38,292.80	\$40,331.20	\$42,328.00	\$44,907.20	\$47,278.40
B				\$17.85	\$19.14	\$20.20	\$21.30	\$22.46	\$23.66	\$24.94	\$26.33
				\$37,128.00	\$39,811.20	\$42,016.00	\$44,304.00	\$46,716.80	\$49,212.80	\$51,875.20	\$54,766.40
C	\$17.85	\$18.85	\$19.80	\$20.88	\$22.09	\$23.31	\$24.61	\$25.95	\$27.41	\$28.88	\$30.44
	\$37,128.00	\$39,208.00	\$41,184.00	\$43,430.40	\$45,947.20	\$48,484.80	\$51,188.80	\$53,976.00	\$57,012.80	\$60,070.40	\$63,315.20
C+	\$18.43	\$19.41	\$20.34	\$21.45	\$22.64	\$23.88	\$25.16	\$26.45	\$27.96	\$29.42	\$31.00
	\$38,334.40	\$40,372.80	\$42,307.20	\$44,616.00	\$47,091.20	\$49,670.40	\$52,332.80	\$55,016.00	\$58,156.80	\$61,193.60	\$64,480.00
D	\$19.64	\$20.78	\$21.88	\$23.13	\$24.40	\$25.73	\$27.12	\$28.65	\$30.24	\$31.91	\$33.61
	\$40,851.20	\$43,222.40	\$45,510.40	\$48,110.40	\$50,752.00	\$53,518.40	\$56,409.60	\$59,592.00	\$62,899.20	\$66,372.80	\$69,908.80
E	\$20.73	\$21.83	\$23.01	\$24.25	\$25.54	\$26.94	\$28.57	\$30.03	\$31.74	\$33.38	\$35.25
	\$43,118.40	\$45,406.40	\$47,860.80	\$50,440.00	\$53,123.20	\$56,035.20	\$59,425.60	\$62,462.40	\$66,019.20	\$69,430.40	\$73,320.00
F	\$22.76	\$24.03	\$25.31	\$26.73	\$28.16	\$29.68	\$31.43	\$33.21	\$34.99	\$36.89	\$38.94
	\$47,340.80	\$49,982.40	\$52,644.80	\$55,598.40	\$58,572.80	\$61,734.40	\$65,374.40	\$69,076.80	\$72,779.20	\$76,731.20	\$80,995.20
G	\$23.92	\$25.24	\$26.63	\$28.07	\$29.57	\$31.29	\$33.06	\$34.78	\$36.73	\$38.68	\$40.83
	\$49,753.60	\$52,499.20	\$55,390.40	\$58,385.60	\$61,505.60	\$65,083.20	\$68,764.80	\$72,342.40	\$76,398.40	\$80,454.40	\$84,926.40
H	\$26.35	\$27.74	\$29.38	\$30.95	\$32.60	\$34.52	\$36.31	\$38.36	\$40.43	\$42.68	\$45.01
	\$54,808.00	\$57,699.20	\$61,110.40	\$64,376.00	\$67,808.00	\$71,801.60	\$75,524.80	\$79,788.80	\$84,094.40	\$88,774.40	\$93,620.80
I	\$29.38	\$30.89	\$32.60	\$34.52	\$36.31	\$38.36	\$40.43	\$42.68	\$45.01	\$47.54	\$50.26
	\$61,110.40	\$64,251.20	\$67,808.00	\$71,801.60	\$75,524.80	\$79,788.80	\$84,094.40	\$88,774.40	\$93,620.80	\$98,883.20	\$104,540.80

Grade/Step 80 hrs 16 step table

2018

26 pay periods

Employees hired on/after 7/1/11

		STEP															
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
01													\$17.85	\$18.47	\$19.11	\$20.34	
													37,128.00	38,417.60	39,748.80	42,307.20	
02											\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.30	
											37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,304.00	
03										\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$22.45	
										37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	46,696.00	
04								\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.62	
								37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	49,129.60	
05							\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.80	
							37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	51,584.00	
06					\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$26.00	
					37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	50,419.20	52,124.80	54,080.00	
07				\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$27.28	
				37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	50,419.20	52,124.80	53,976.00	56,742.40	
08			\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$26.85	\$28.66	
			37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	50,419.20	52,124.80	53,976.00	55,848.00	59,612.80	
09	\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$26.85	\$27.74	\$28.71	\$30.05	
	37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	50,419.20	52,124.80	53,976.00	55,848.00	57,699.20	59,716.80	62,504.00	
10	\$18.49	\$19.14	\$19.78	\$20.46	\$21.18	\$21.91	\$22.65	\$23.45	\$24.25	\$25.07	\$25.96	\$26.86	\$27.76	\$28.72	\$29.72	\$31.58	
	38,459.20	39,811.20	41,142.40	42,556.80	44,054.40	45,572.80	47,112.00	48,776.00	50,440.00	52,145.60	53,996.80	55,868.80	57,740.80	59,737.60	61,817.60	65,686.40	
11	\$19.43	\$20.10	\$20.81	\$21.52	\$22.27	\$23.03	\$23.84	\$24.66	\$25.50	\$26.39	\$27.31	\$28.24	\$29.22	\$30.24	\$31.28	\$33.19	
	40,414.40	41,808.00	43,284.80	44,761.60	46,321.60	47,902.40	49,587.20	51,292.80	53,040.00	54,891.20	56,804.80	58,739.20	60,777.60	62,899.20	65,062.40	69,035.20	
12	\$20.35	\$21.04	\$21.79	\$22.54	\$23.31	\$24.11	\$24.94	\$25.80	\$26.69	\$27.61	\$28.57	\$29.57	\$30.57	\$31.64	\$32.72	\$34.83	
	42,328.00	43,763.20	45,323.20	46,883.20	48,484.80	50,148.80	51,875.20	53,664.00	55,515.20	57,428.80	59,425.60	61,505.60	63,585.60	65,811.20	68,057.60	72,446.40	
13	\$21.39	\$22.11	\$22.90	\$23.67	\$24.49	\$25.35	\$26.22	\$27.11	\$28.05	\$29.03	\$30.01	\$31.05	\$32.13	\$33.22	\$34.37	\$36.57	
	44,491.20	45,988.80	47,632.00	49,233.60	50,939.20	52,728.00	54,537.60	56,388.80	58,344.00	60,382.40	62,420.80	64,584.00	66,830.40	69,097.60	71,489.60	76,065.60	
14	\$22.47	\$23.24	\$24.04	\$24.86	\$25.72	\$26.60	\$27.54	\$28.49	\$29.45	\$30.47	\$31.52	\$32.60	\$33.73	\$34.89	\$36.09	\$38.41	
	46,737.60	48,339.20	50,003.20	51,708.80	53,497.60	55,328.00	57,283.20	59,259.20	61,256.00	63,377.60	65,561.60	67,808.00	70,158.40	72,571.20	75,067.20	79,892.80	
15	\$23.63	\$24.43	\$25.30	\$26.16	\$27.06	\$28.00	\$28.97	\$29.96	\$31.00	\$32.06	\$33.17	\$34.32	\$35.49	\$36.73	\$38.02	\$40.32	
	49,150.40	50,814.40	52,624.00	54,412.80	56,284.80	58,240.00	60,257.60	62,316.80	64,480.00	66,684.80	68,993.60	71,385.60	73,819.20	76,398.40	79,081.60	83,865.60	
16	\$24.79	\$25.65	\$26.52	\$27.46	\$28.38	\$29.37	\$30.39	\$31.44	\$32.51	\$33.64	\$34.78	\$36.00	\$37.24	\$38.50	\$39.84	\$42.32	
	51,563.20	53,352.00	55,161.60	57,116.80	59,030.40	61,089.60	63,211.20	65,395.20	67,620.80	69,971.20	72,342.40	74,880.00	77,459.20	80,080.00	82,867.20	88,025.60	
17	\$26.02	\$26.92	\$27.86	\$28.80	\$29.79	\$30.82	\$31.89	\$32.99	\$34.12	\$35.30	\$36.52	\$37.76	\$39.08	\$40.43	\$41.83	\$44.48	
	54,121.60	55,993.60	57,948.80	59,904.00	61,963.20	64,105.60	66,331.20	68,619.20	70,969.60	73,424.00	75,961.60	78,540.80	81,286.40	84,094.40	87,006.40	92,518.40	
18	\$27.32	\$28.25	\$29.23	\$30.25	\$31.29	\$32.38	\$33.50	\$34.65	\$35.84	\$37.07	\$38.36	\$39.70	\$41.06	\$42.49	\$43.95	\$46.70	
	56,825.60	58,760.00	60,798.40	62,920.00	65,083.20	67,350.40	69,680.00	72,072.00	74,547.20	77,105.60	79,788.80	82,576.00	85,404.80	88,379.20	91,416.00	97,136.00	
19	\$28.70	\$29.70	\$30.73	\$31.77	\$32.87	\$34.00	\$35.19	\$36.39	\$37.65	\$38.94	\$40.29	\$41.69	\$43.13	\$44.60	\$46.16	\$48.99	
	59,696.00	61,776.00	63,918.40	66,081.60	68,369.60	70,720.00	73,195.20	75,691.20	78,312.00	80,995.20	83,803.20	86,715.20	89,710.40	92,768.00	96,012.80	101,899.20	

Grade/Step 80 hrs 16 step table

2018

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$30.16	\$31.19	\$32.27	\$33.38	\$34.54	\$35.74	\$36.96	\$38.23	\$39.56	\$40.92	\$42.32	\$43.78	\$45.30	\$46.85	\$48.47	\$51.46
	62,732.80	64,875.20	67,121.60	69,430.40	71,843.20	74,339.20	76,876.80	79,518.40	82,284.80	85,113.60	88,025.60	91,062.40	94,224.00	97,448.00	100,817.60	107,036.80
21	\$31.63	\$32.71	\$33.84	\$35.02	\$36.21	\$37.47	\$38.77	\$40.10	\$41.48	\$42.91	\$44.41	\$45.94	\$47.51	\$49.15	\$50.87	\$54.04
	65,790.40	68,036.80	70,387.20	72,841.60	75,316.80	77,937.60	80,641.60	83,408.00	86,278.40	89,252.80	92,372.80	95,555.20	98,820.80	102,232.00	105,809.60	112,403.20
22	\$33.22	\$34.37	\$35.54	\$36.78	\$38.07	\$39.37	\$40.72	\$42.13	\$43.57	\$45.09	\$46.66	\$48.27	\$49.93	\$51.66	\$53.42	\$56.76
	69,097.60	71,489.60	73,923.20	76,502.40	79,185.60	81,889.60	84,697.60	87,630.40	90,625.60	93,787.20	97,052.80	100,401.60	103,854.40	107,452.80	111,113.60	118,060.80
23	\$34.86	\$36.07	\$37.33	\$38.61	\$39.92	\$41.30	\$42.73	\$44.21	\$45.73	\$47.33	\$48.95	\$50.63	\$52.39	\$54.17	\$56.07	\$59.62
	72,508.80	75,025.60	77,646.40	80,308.80	83,033.60	85,904.00	88,878.40	91,956.80	95,118.40	98,446.40	101,816.00	105,310.40	108,971.20	112,673.60	116,625.60	124,009.60
24	\$36.62	\$37.88	\$39.18	\$40.52	\$41.93	\$43.38	\$44.87	\$46.42	\$48.03	\$49.67	\$51.38	\$53.17	\$55.00	\$56.90	\$58.87	\$62.57
	76,169.60	78,790.40	81,494.40	84,281.60	87,214.40	90,230.40	93,329.60	96,553.60	99,902.40	103,313.60	106,870.40	110,593.60	114,400.00	118,352.00	122,449.60	130,145.60
25	\$38.43	\$39.77	\$41.15	\$42.56	\$44.02	\$45.54	\$47.10	\$48.75	\$50.41	\$52.16	\$53.96	\$55.80	\$57.74	\$59.73	\$61.79	\$65.66
	79,934.40	82,721.60	85,592.00	88,524.80	91,561.60	94,723.20	97,968.00	101,400.00	104,852.80	108,492.80	112,236.80	116,064.00	120,099.20	124,238.40	128,523.20	136,572.80
26	\$40.36	\$41.77	\$43.21	\$44.69	\$46.23	\$47.82	\$49.49	\$51.18	\$52.96	\$54.76	\$56.68	\$58.62	\$60.65	\$62.75	\$64.90	\$68.95
	83,948.80	86,881.60	89,876.80	92,955.20	96,158.40	99,465.60	102,939.20	106,454.40	110,156.80	113,900.80	117,894.40	121,929.60	126,152.00	130,520.00	134,992.00	143,416.00
27	\$42.41	\$43.89	\$45.40	\$46.95	\$48.56	\$50.26	\$51.97	\$53.79	\$55.63	\$57.55	\$59.54	\$61.59	\$63.72	\$65.92	\$68.20	\$72.42
	88,212.80	91,291.20	94,432.00	97,656.00	101,004.80	104,540.80	108,097.60	111,883.20	115,710.40	119,704.00	123,843.20	128,107.20	132,537.60	137,113.60	141,856.00	150,633.60
28	\$44.53	\$46.07	\$47.65	\$49.29	\$51.00	\$52.74	\$54.58	\$56.44	\$58.41	\$60.42	\$62.50	\$64.66	\$66.88	\$69.18	\$71.57	\$75.99
	92,622.40	95,825.60	99,112.00	102,523.20	106,080.00	109,699.20	113,526.40	117,395.20	121,492.80	125,673.60	130,000.00	134,492.80	139,110.40	143,894.40	148,865.60	158,059.20
A									\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.73
									37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,278.40
B					\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$26.33
					37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	50,419.20	52,124.80	54,766.40
C	\$17.85	\$18.47	\$19.11	\$19.77	\$20.45	\$21.16	\$21.90	\$22.64	\$23.42	\$24.24	\$25.06	\$25.95	\$26.85	\$27.74	\$28.71	\$30.44
	37,128.00	38,417.60	39,748.80	41,121.60	42,536.00	44,012.80	45,552.00	47,091.20	48,713.60	50,419.20	52,124.80	53,976.00	55,848.00	57,699.20	59,716.80	63,315.20
C+	\$18.43	\$19.05	\$19.71	\$20.38	\$21.07	\$21.82	\$22.56	\$23.33	\$24.14	\$24.97	\$25.84	\$26.74	\$27.65	\$28.61	\$29.61	\$31.00
	38,334.40	39,624.00	40,996.80	42,390.40	43,825.60	45,385.60	46,924.80	48,526.40	50,211.20	51,937.60	53,747.20	55,619.20	57,512.00	59,508.80	61,588.80	64,480.00
D	\$19.64	\$20.31	\$21.00	\$21.73	\$22.49	\$23.26	\$24.06	\$24.89	\$25.74	\$26.63	\$27.56	\$28.51	\$29.47	\$30.49	\$31.54	\$33.61
	40,851.20	42,244.80	43,680.00	45,198.40	46,779.20	48,380.80	50,044.80	51,771.20	53,539.20	55,390.40	57,324.80	59,300.80	61,297.60	63,419.20	65,603.20	69,908.80
E	\$20.73	\$21.44	\$22.17	\$22.95	\$23.73	\$24.57	\$25.40	\$26.28	\$27.17	\$28.13	\$29.09	\$30.09	\$31.11	\$32.19	\$33.29	\$35.25
	43,118.40	44,595.20	46,113.60	47,736.00	49,358.40	51,105.60	52,832.00	54,662.40	56,513.60	58,510.40	60,507.20	62,587.20	64,708.80	66,955.20	69,243.20	73,320.00
F	\$22.76	\$23.55	\$24.35	\$25.21	\$26.07	\$26.97	\$27.91	\$28.88	\$29.87	\$30.92	\$31.98	\$33.09	\$34.22	\$35.39	\$36.63	\$38.94
	47,340.80	48,984.00	50,648.00	52,436.80	54,225.60	56,097.60	58,052.80	60,070.40	62,129.60	64,313.60	66,518.40	68,827.20	71,177.60	73,611.20	76,190.40	80,995.20
G	\$23.92	\$24.74	\$25.57	\$26.46	\$27.40	\$28.32	\$29.29	\$30.31	\$31.36	\$32.45	\$33.57	\$34.71	\$35.91	\$37.15	\$38.42	\$40.83
	49,753.60	51,459.20	53,185.60	55,036.80	56,992.00	58,905.60	60,923.20	63,044.80	65,228.80	67,496.00	69,825.60	72,196.80	74,692.80	77,272.00	79,913.60	84,926.40
H	\$26.35	\$27.23	\$28.20	\$29.16	\$30.17	\$31.20	\$32.28	\$33.39	\$34.55	\$35.75	\$36.98	\$38.24	\$39.57	\$40.93	\$42.33	\$45.01
	54,808.00	56,638.40	58,656.00	60,652.80	62,753.60	64,896.00	67,142.40	69,451.20	71,864.00	74,360.00	76,918.40	79,539.20	82,305.60	85,134.40	88,046.40	93,620.80
I	\$29.38	\$30.40	\$31.45	\$32.52	\$33.65	\$34.79	\$36.01	\$37.25	\$38.52	\$39.85	\$41.23	\$42.65	\$44.12	\$45.63	\$47.21	\$50.26
	61,110.40	63,232.00	65,416.00	67,641.60	69,992.00	72,363.20	74,900.80	77,480.00	80,121.60	82,888.00	85,758.40	88,712.00	91,769.60	94,910.40	98,196.80	104,540.80

Grade/Step 70 hrs 11 Steps

Jan 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.12	\$19.65	\$20.65
									\$32,978.40	\$35,763.00	\$37,583.00
02								\$18.12	\$19.38	\$20.48	\$21.62
								\$32,978.40	\$35,271.60	\$37,273.60	\$39,348.40
03							\$18.12	\$19.38	\$20.48	\$21.62	\$22.79
							\$32,978.40	\$35,271.60	\$37,273.60	\$39,348.40	\$41,477.80
04						\$18.12	\$19.31	\$20.39	\$21.52	\$22.70	\$23.97
						\$32,978.40	\$35,144.20	\$37,109.80	\$39,166.40	\$41,314.00	\$43,625.40
05					\$18.12	\$19.28	\$20.36	\$21.48	\$22.63	\$23.84	\$25.17
					\$32,978.40	\$35,089.60	\$37,055.20	\$39,093.60	\$41,186.60	\$43,388.80	\$45,809.40
06			\$18.12	\$19.13	\$20.22	\$21.25	\$22.46	\$23.67	\$25.00	\$26.39	\$27.69
			\$32,978.40	\$34,816.60	\$36,800.40	\$38,675.00	\$40,877.20	\$43,079.40	\$45,500.00	\$48,029.80	\$50,395.80
07		\$18.12	\$19.06	\$20.07	\$21.15	\$22.35	\$23.60	\$24.89	\$26.22	\$27.69	\$29.09
		\$32,978.40	\$34,689.20	\$36,527.40	\$38,493.00	\$40,677.00	\$42,952.00	\$45,299.80	\$47,720.40	\$50,395.80	\$52,943.80
08	\$18.12	\$18.83	\$19.88	\$21.02	\$22.18	\$23.38	\$24.63	\$26.01	\$27.40	\$28.96	\$30.50
	\$32,978.40	\$34,270.60	\$36,181.60	\$38,256.40	\$40,367.60	\$42,551.60	\$44,826.60	\$47,338.20	\$49,868.00	\$52,707.20	\$55,510.00
09	\$18.77	\$19.79	\$20.92	\$22.08	\$23.27	\$24.52	\$25.91	\$27.32	\$28.79	\$30.40	\$32.05
	\$34,161.40	\$36,017.80	\$38,074.40	\$40,185.60	\$42,351.40	\$44,626.40	\$47,156.20	\$49,722.40	\$52,397.80	\$55,328.00	\$58,331.00
10	\$19.72	\$20.84	\$21.92	\$23.15	\$24.42	\$25.76	\$27.21	\$28.69	\$30.24	\$31.95	\$33.69
	\$35,890.40	\$37,928.80	\$39,894.40	\$42,133.00	\$44,444.40	\$46,883.20	\$49,522.20	\$52,215.80	\$55,036.80	\$58,149.00	\$61,315.80
11	\$20.66	\$21.81	\$23.01	\$24.32	\$25.67	\$27.03	\$28.55	\$30.13	\$31.77	\$33.53	\$35.35
	\$37,601.20	\$39,694.20	\$41,878.20	\$44,262.40	\$46,719.40	\$49,194.60	\$51,961.00	\$54,836.60	\$57,821.40	\$61,024.60	\$64,337.00
12	\$21.71	\$22.91	\$24.20	\$25.53	\$26.88	\$28.40	\$29.93	\$31.62	\$33.34	\$35.17	\$37.12
	\$39,512.20	\$41,696.20	\$44,044.00	\$46,464.60	\$48,921.60	\$51,688.00	\$54,472.60	\$57,548.40	\$60,678.80	\$64,009.40	\$67,558.40
13	\$22.81	\$24.06	\$25.39	\$26.80	\$28.29	\$29.83	\$31.48	\$33.19	\$35.05	\$36.93	\$38.99
	\$41,514.20	\$43,789.20	\$46,209.80	\$48,776.00	\$51,487.80	\$54,290.60	\$57,293.60	\$60,405.80	\$63,791.00	\$67,212.60	\$70,961.80

Grade/Step 70 hrs 11 Steps

Jan 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$23.98	\$25.26	\$26.68	\$28.11	\$29.68	\$31.32	\$33.03	\$34.82	\$36.76	\$38.78	\$40.92
	\$43,643.60	\$45,973.20	\$48,557.60	\$51,160.20	\$54,017.60	\$57,002.40	\$60,114.60	\$63,372.40	\$66,903.20	\$70,579.60	\$74,474.40
16	\$25.16	\$26.55	\$28.02	\$29.57	\$31.20	\$32.90	\$34.70	\$36.63	\$38.60	\$40.75	\$42.95
	\$45,791.20	\$48,321.00	\$50,996.40	\$53,817.40	\$56,784.00	\$59,878.00	\$63,154.00	\$66,666.60	\$70,252.00	\$74,165.00	\$78,169.00
17	\$26.41	\$27.91	\$29.38	\$31.01	\$32.72	\$34.53	\$36.43	\$38.45	\$40.53	\$42.76	\$45.15
	\$48,066.20	\$50,796.20	\$53,471.60	\$56,438.20	\$59,550.40	\$62,844.60	\$66,302.60	\$69,979.00	\$73,764.60	\$77,823.20	\$82,173.00
18	\$27.73	\$29.25	\$30.85	\$32.55	\$34.38	\$36.29	\$38.30	\$40.35	\$42.58	\$44.88	\$47.40
	\$50,468.60	\$53,235.00	\$56,147.00	\$59,241.00	\$62,571.60	\$66,047.80	\$69,706.00	\$73,437.00	\$77,495.60	\$81,681.60	\$86,268.00
19	\$29.13	\$30.73	\$32.44	\$34.22	\$36.06	\$38.06	\$40.18	\$42.38	\$44.72	\$47.15	\$49.72
	\$53,016.60	\$55,928.60	\$59,040.80	\$62,280.40	\$65,629.20	\$69,269.20	\$73,127.60	\$77,131.60	\$81,390.40	\$85,813.00	\$90,490.40
20	\$30.61	\$32.30	\$34.05	\$35.91	\$37.90	\$39.99	\$42.16	\$44.54	\$46.94	\$49.54	\$52.23
	\$55,710.20	\$58,786.00	\$61,971.00	\$65,356.20	\$68,978.00	\$72,781.80	\$76,731.20	\$81,062.80	\$85,430.80	\$90,162.80	\$95,058.60
21	\$32.10	\$33.88	\$35.77	\$37.74	\$39.76	\$41.98	\$44.22	\$46.72	\$49.27	\$51.96	\$54.85
	\$58,422.00	\$61,661.60	\$65,101.40	\$68,686.80	\$72,363.20	\$76,403.60	\$80,480.40	\$85,030.40	\$89,671.40	\$94,567.20	\$99,827.00
22	\$33.72	\$35.58	\$37.51	\$39.61	\$41.77	\$44.06	\$46.48	\$49.05	\$51.78	\$54.63	\$57.61
	\$61,370.40	\$64,755.60	\$68,268.20	\$72,090.20	\$76,021.40	\$80,189.20	\$84,593.60	\$89,271.00	\$94,239.60	\$99,426.60	\$104,850.20
23	\$35.38	\$37.36	\$39.43	\$41.57	\$43.86	\$46.26	\$48.84	\$51.53	\$54.34	\$57.31	\$60.51
	\$64,391.60	\$67,995.20	\$71,762.60	\$75,657.40	\$79,825.20	\$84,193.20	\$88,888.80	\$93,784.60	\$98,898.80	\$104,304.20	\$110,128.20
24	\$37.17	\$39.19	\$41.38	\$43.63	\$46.08	\$48.58	\$51.24	\$54.07	\$57.03	\$60.15	\$63.51
	\$67,649.40	\$71,325.80	\$75,311.60	\$79,406.60	\$83,865.60	\$88,415.60	\$93,256.80	\$98,407.40	\$103,794.60	\$109,473.00	\$115,588.20
25	\$39.01	\$41.19	\$43.44	\$45.82	\$48.34	\$51.01	\$53.80	\$56.76	\$59.92	\$63.18	\$66.64
	\$70,998.20	\$74,965.80	\$79,060.80	\$83,392.40	\$87,978.80	\$92,838.20	\$97,916.00	\$103,303.20	\$109,054.40	\$114,987.60	\$121,284.80
26	\$40.97	\$43.25	\$45.58	\$48.13	\$50.78	\$53.53	\$56.52	\$59.58	\$62.91	\$66.36	\$69.98
	\$74,565.40	\$78,715.00	\$82,955.60	\$87,596.60	\$92,419.60	\$97,424.60	\$102,866.40	\$108,435.60	\$114,496.20	\$120,775.20	\$127,363.60
27	\$43.05	\$45.39	\$47.87	\$50.52	\$53.32	\$56.21	\$59.38	\$62.57	\$66.10	\$69.69	\$73.51
	\$78,351.00	\$82,609.80	\$87,123.40	\$91,946.40	\$97,042.40	\$102,302.20	\$108,071.60	\$113,877.40	\$120,302.00	\$126,835.80	\$133,788.20
28	\$45.20	\$47.68	\$50.29	\$53.06	\$56.00	\$59.03	\$62.29	\$65.73	\$69.33	\$73.15	\$77.13
	\$82,264.00	\$86,777.60	\$91,527.80	\$96,569.20	\$101,920.00	\$107,434.60	\$113,367.80	\$119,628.60	\$126,180.60	\$133,133.00	\$140,376.60

Grade/Step 70 hrs 16 step table

Jan 2019

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$18.12	\$18.75	\$19.40	\$20.65
													32,978.40	34,125.00	35,308.00	37,583.00
02											\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.62
											32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,348.40
03										\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.79
										32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	41,477.80
04								\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.97
								32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	40,458.60	41,823.60	43,625.40
05							\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$25.17
							32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	40,458.60	41,823.60	43,261.40	45,809.40
06					\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.39
					32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	40,458.60	41,823.60	43,261.40	44,772.00	46,300.80	48,029.80
07				\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.69
				32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	40,458.60	41,823.60	43,261.40	44,772.00	46,300.80	47,938.80	50,395.80
08			\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.25	\$29.09
			32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	40,458.60	41,823.60	43,261.40	44,772.00	46,300.80	47,938.80	49,595.00	52,943.80
09	\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.25	\$28.16	\$29.14	\$30.50
	32,978.40	34,125.00	35,308.00	36,527.40	37,783.20	39,093.60	40,458.60	41,823.60	43,261.40	44,772.00	46,300.80	47,938.80	49,595.00	51,251.20	53,034.80	55,510.00
10	\$18.77	\$19.43	\$20.08	\$20.77	\$21.50	\$22.24	\$22.99	\$23.80	\$24.61	\$25.45	\$26.35	\$27.26	\$28.18	\$29.15	\$30.17	\$32.05
	34,161.40	35,362.60	36,545.60	37,801.40	39,130.00	40,476.80	41,841.80	43,316.00	44,790.20	46,319.00	47,957.00	49,613.20	51,287.60	53,053.00	54,909.40	58,331.00
11	\$19.72	\$20.40	\$21.12	\$21.84	\$22.60	\$23.38	\$24.20	\$25.03	\$25.88	\$26.79	\$27.72	\$28.66	\$29.66	\$30.69	\$31.75	\$33.69
	35,890.40	37,128.00	38,438.40	39,748.80	41,132.00	42,551.60	44,044.00	45,554.60	47,101.60	48,757.80	50,450.40	52,161.20	53,981.20	55,855.80	57,785.00	61,315.80
12	\$20.66	\$21.36	\$22.12	\$22.88	\$23.66	\$24.47	\$25.31	\$26.19	\$27.09	\$28.02	\$29.00	\$30.01	\$31.03	\$32.11	\$33.21	\$35.35
	37,601.20	38,875.20	40,258.40	41,641.60	43,061.20	44,535.40	46,064.20	47,665.80	49,303.80	50,996.40	52,780.00	54,618.20	56,474.60	58,440.20	60,442.20	64,337.00
13	\$21.71	\$22.44	\$23.24	\$24.03	\$24.86	\$25.73	\$26.61	\$27.52	\$28.47	\$29.47	\$30.46	\$31.52	\$32.61	\$33.72	\$34.89	\$37.12
	39,512.20	40,840.80	42,296.80	43,734.60	45,245.20	46,828.60	48,430.20	50,086.40	51,815.40	53,635.40	55,437.20	57,366.40	59,350.20	61,370.40	63,499.80	67,558.40
14	\$22.81	\$23.59	\$24.40	\$25.23	\$26.11	\$27.00	\$27.95	\$28.92	\$29.89	\$30.93	\$31.99	\$33.09	\$34.24	\$35.41	\$36.63	\$38.99
	41,514.20	42,933.80	44,408.00	45,918.60	47,520.20	49,140.00	50,869.00	52,634.40	54,399.80	56,292.60	58,221.80	60,223.80	62,316.80	64,446.20	66,666.60	70,961.80
15	\$23.98	\$24.80	\$25.68	\$26.55	\$27.47	\$28.42	\$29.40	\$30.41	\$31.46	\$32.54	\$33.67	\$34.83	\$36.02	\$37.28	\$38.59	\$40.92
	43,643.60	45,136.00	46,737.60	48,321.00	49,995.40	51,724.40	53,508.00	55,346.20	57,257.20	59,222.80	61,279.40	63,390.60	65,556.40	67,849.60	70,233.80	74,474.40
16	\$25.16	\$26.03	\$26.92	\$27.87	\$28.81	\$29.81	\$30.85	\$31.91	\$33.00	\$34.14	\$35.30	\$36.54	\$37.80	\$39.08	\$40.44	\$42.95
	45,791.20	47,374.60	48,994.40	50,723.40	52,434.20	54,254.20	56,147.00	58,076.20	60,060.00	62,134.80	64,246.00	66,502.80	68,796.00	71,125.60	73,600.80	78,169.00
17	\$26.41	\$27.32	\$28.28	\$29.23	\$30.24	\$31.28	\$32.37	\$33.48	\$34.63	\$35.83	\$37.07	\$38.33	\$39.67	\$41.04	\$42.46	\$45.15
	48,066.20	49,722.40	51,469.60	53,198.60	55,036.80	56,929.60	58,913.40	60,933.60	63,026.60	65,210.60	67,467.40	69,760.60	72,199.40	74,692.80	77,277.20	82,173.00
18	\$27.73	\$28.67	\$29.67	\$30.70	\$31.76	\$32.87	\$34.00	\$35.17	\$36.38	\$37.63	\$38.94	\$40.30	\$41.68	\$43.13	\$44.61	\$47.40
	50,468.60	52,179.40	53,999.40	55,874.00	57,803.20	59,823.40	61,880.00	64,009.40	66,211.60	68,486.60	70,870.80	73,346.00	75,857.60	78,496.60	81,190.20	86,268.00
19	\$29.13	\$30.15	\$31.19	\$32.25	\$33.36	\$34.51	\$35.72	\$36.94	\$38.21	\$39.52	\$40.89	\$42.32	\$43.78	\$45.27	\$46.85	\$49.72
	53,016.60	54,873.00	56,765.80	58,695.00	60,715.20	62,808.20	65,010.40	67,230.80	69,542.20	71,926.40	74,419.80	77,022.40	79,679.60	82,391.40	85,267.00	90,490.40

Grade/Step 70 hrs 16 step table **Jan 2019**

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$30.61	\$31.66	\$32.75	\$33.88	\$35.06	\$36.28	\$37.51	\$38.80	\$40.15	\$41.53	\$42.95	\$44.44	\$45.98	\$47.55	\$49.20	\$52.23
	55,710.20	57,621.20	59,605.00	61,661.60	63,809.20	66,029.60	68,268.20	70,616.00	73,073.00	75,584.60	78,169.00	80,880.80	83,683.60	86,541.00	89,544.00	95,058.60
21	\$32.10	\$33.20	\$34.35	\$35.55	\$36.75	\$38.03	\$39.35	\$40.70	\$42.10	\$43.55	\$45.08	\$46.63	\$48.22	\$49.89	\$51.63	\$54.85
	58,422.00	60,424.00	62,517.00	64,701.00	66,885.00	69,214.60	71,617.00	74,074.00	76,622.00	79,261.00	82,045.60	84,866.60	87,760.40	90,799.80	93,966.60	99,827.00
22	\$33.72	\$34.89	\$36.07	\$37.33	\$38.64	\$39.96	\$41.33	\$42.76	\$44.22	\$45.77	\$47.36	\$48.99	\$50.68	\$52.43	\$54.22	\$57.61
	61,370.40	63,499.80	65,647.40	67,940.60	70,324.80	72,727.20	75,220.60	77,823.20	80,480.40	83,301.40	86,195.20	89,161.80	92,237.60	95,422.60	98,680.40	104,850.20
23	\$35.38	\$36.61	\$37.89	\$39.19	\$40.52	\$41.92	\$43.37	\$44.87	\$46.42	\$48.04	\$49.68	\$51.39	\$53.18	\$54.98	\$56.91	\$60.51
	64,391.60	66,630.20	68,959.80	71,325.80	73,746.40	76,294.40	78,933.40	81,663.40	84,484.40	87,432.80	90,417.60	93,529.80	96,787.60	100,063.60	103,576.20	110,128.20
24	\$37.17	\$38.45	\$39.77	\$41.13	\$42.56	\$44.03	\$45.54	\$47.12	\$48.75	\$50.42	\$52.15	\$53.97	\$55.82	\$57.75	\$59.75	\$63.51
	67,649.40	69,979.00	72,381.40	74,856.60	77,459.20	80,134.60	82,882.80	85,758.40	88,725.00	91,764.40	94,913.00	98,225.40	101,592.40	105,105.00	108,745.00	115,588.20
25	\$39.01	\$40.37	\$41.77	\$43.20	\$44.68	\$46.22	\$47.81	\$49.48	\$51.17	\$52.94	\$54.77	\$56.64	\$58.61	\$60.63	\$62.72	\$66.64
	70,998.20	73,473.40	76,021.40	78,624.00	81,317.60	84,120.40	87,014.20	90,053.60	93,129.40	96,350.80	99,681.40	103,084.80	106,670.20	110,346.60	114,150.40	121,284.80
26	\$40.97	\$42.40	\$43.86	\$45.36	\$46.92	\$48.54	\$50.23	\$51.95	\$53.75	\$55.58	\$57.53	\$59.50	\$61.56	\$63.69	\$65.87	\$69.98
	74,565.40	77,168.00	79,825.20	82,555.20	85,394.40	88,342.80	91,418.60	94,549.00	97,825.00	101,155.60	104,704.60	108,290.00	112,039.20	115,915.80	119,883.40	127,363.60
27	\$43.05	\$44.55	\$46.08	\$47.65	\$49.29	\$51.01	\$52.75	\$54.60	\$56.46	\$58.41	\$60.43	\$62.51	\$64.68	\$66.91	\$69.22	\$73.51
	78,351.00	81,081.00	83,865.60	86,723.00	89,707.80	92,838.20	96,005.00	99,372.00	102,757.20	106,306.20	109,982.60	113,768.20	117,717.60	121,776.20	125,980.40	133,788.20
28	\$45.20	\$46.76	\$48.36	\$50.03	\$51.76	\$53.53	\$55.40	\$57.29	\$59.29	\$61.33	\$63.44	\$65.63	\$67.88	\$70.22	\$72.64	\$77.13
	82,264.00	85,103.20	88,015.20	91,054.60	94,203.20	97,424.60	100,828.00	104,267.80	107,907.80	111,620.60	115,460.80	119,446.60	123,541.60	127,800.40	132,204.80	140,376.60

Grade/Step 80 hrs 11 Steps Jan 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.12	\$19.65	\$20.65
									\$37,689.60	\$40,872.00	\$42,952.00
02								\$18.12	\$19.38	\$20.48	\$21.62
								\$37,689.60	\$40,310.40	\$42,598.40	\$44,969.60
03							\$18.12	\$19.38	\$20.48	\$21.62	\$22.79
							\$37,689.60	\$40,310.40	\$42,598.40	\$44,969.60	\$47,403.20
04						\$18.12	\$19.31	\$20.39	\$21.52	\$22.70	\$23.97
						\$37,689.60	\$40,164.80	\$42,411.20	\$44,761.60	\$47,216.00	\$49,857.60
05					\$18.12	\$19.28	\$20.36	\$21.48	\$22.63	\$23.84	\$25.17
					\$37,689.60	\$40,102.40	\$42,348.80	\$44,678.40	\$47,070.40	\$49,587.20	\$52,353.60
06				\$18.12	\$19.13	\$20.22	\$21.25	\$22.46	\$23.67	\$25.00	\$26.39
				\$37,689.60	\$39,790.40	\$42,057.60	\$44,200.00	\$46,716.80	\$49,233.60	\$52,000.00	\$54,891.20
07			\$18.12	\$19.06	\$20.07	\$21.15	\$22.35	\$23.60	\$24.89	\$26.22	\$27.69
			\$37,689.60	\$39,644.80	\$41,745.60	\$43,992.00	\$46,488.00	\$49,088.00	\$51,771.20	\$54,537.60	\$57,595.20
08		\$18.12	\$18.96	\$19.98	\$21.09	\$22.23	\$23.49	\$24.77	\$26.11	\$27.55	\$29.09
		\$37,689.60	\$39,436.80	\$41,558.40	\$43,867.20	\$46,238.40	\$48,859.20	\$51,521.60	\$54,308.80	\$57,304.00	\$60,507.20
09	\$18.12	\$18.83	\$19.88	\$21.02	\$22.18	\$23.38	\$24.63	\$26.01	\$27.40	\$28.96	\$30.50
	\$37,689.60	\$39,166.40	\$41,350.40	\$43,721.60	\$46,134.40	\$48,630.40	\$51,230.40	\$54,100.80	\$56,992.00	\$60,236.80	\$63,440.00
10	\$18.77	\$19.79	\$20.92	\$22.08	\$23.27	\$24.52	\$25.91	\$27.32	\$28.79	\$30.40	\$32.05
	\$39,041.60	\$41,163.20	\$43,513.60	\$45,926.40	\$48,401.60	\$51,001.60	\$53,892.80	\$56,825.60	\$59,883.20	\$63,232.00	\$66,664.00
11	\$19.72	\$20.84	\$21.92	\$23.15	\$24.42	\$25.76	\$27.21	\$28.69	\$30.24	\$31.95	\$33.69
	\$41,017.60	\$43,347.20	\$45,593.60	\$48,152.00	\$50,793.60	\$53,580.80	\$56,596.80	\$59,675.20	\$62,899.20	\$66,456.00	\$70,075.20
12	\$20.66	\$21.81	\$23.01	\$24.32	\$25.67	\$27.03	\$28.55	\$30.13	\$31.77	\$33.53	\$35.35
	\$42,972.80	\$45,364.80	\$47,860.80	\$50,585.60	\$53,393.60	\$56,222.40	\$59,384.00	\$62,670.40	\$66,081.60	\$69,742.40	\$73,528.00
13	\$21.71	\$22.91	\$24.20	\$25.53	\$26.88	\$28.40	\$29.93	\$31.62	\$33.34	\$35.17	\$37.12
	\$45,156.80	\$47,652.80	\$50,336.00	\$53,102.40	\$55,910.40	\$59,072.00	\$62,254.40	\$65,769.60	\$69,347.20	\$73,153.60	\$77,209.60
14	\$22.81	\$24.06	\$25.39	\$26.80	\$28.29	\$29.83	\$31.48	\$33.19	\$35.05	\$36.93	\$38.99
	\$47,444.80	\$50,044.80	\$52,811.20	\$55,744.00	\$58,843.20	\$62,046.40	\$65,478.40	\$69,035.20	\$72,904.00	\$76,814.40	\$81,099.20

Grade/Step 80 hrs 11 Steps Jan 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$23.98	\$25.26	\$26.68	\$28.11	\$29.68	\$31.32	\$33.03	\$34.82	\$36.76	\$38.78	\$40.92
	\$49,878.40	\$52,540.80	\$55,494.40	\$58,468.80	\$61,734.40	\$65,145.60	\$68,702.40	\$72,425.60	\$76,460.80	\$80,662.40	\$85,113.60
16	\$25.16	\$26.55	\$28.02	\$29.57	\$31.20	\$32.90	\$34.70	\$36.63	\$38.60	\$40.75	\$42.95
	\$52,332.80	\$55,224.00	\$58,281.60	\$61,505.60	\$64,896.00	\$68,432.00	\$72,176.00	\$76,190.40	\$80,288.00	\$84,760.00	\$89,336.00
17	\$26.41	\$27.91	\$29.38	\$31.01	\$32.72	\$34.53	\$36.43	\$38.45	\$40.53	\$42.76	\$45.15
	\$54,932.80	\$58,052.80	\$61,110.40	\$64,500.80	\$68,057.60	\$71,822.40	\$75,774.40	\$79,976.00	\$84,302.40	\$88,940.80	\$93,912.00
18	\$27.73	\$29.25	\$30.85	\$32.55	\$34.38	\$36.29	\$38.30	\$40.35	\$42.58	\$44.88	\$47.40
	\$57,678.40	\$60,840.00	\$64,168.00	\$67,704.00	\$71,510.40	\$75,483.20	\$79,664.00	\$83,928.00	\$88,566.40	\$93,350.40	\$98,592.00
19	\$29.13	\$30.73	\$32.44	\$34.22	\$36.06	\$38.06	\$40.18	\$42.38	\$44.72	\$47.15	\$49.72
	\$60,590.40	\$63,918.40	\$67,475.20	\$71,177.60	\$75,004.80	\$79,164.80	\$83,574.40	\$88,150.40	\$93,017.60	\$98,072.00	\$103,417.60
20	\$30.61	\$32.30	\$34.05	\$35.91	\$37.90	\$39.99	\$42.16	\$44.54	\$46.94	\$49.54	\$52.23
	\$63,668.80	\$67,184.00	\$70,824.00	\$74,692.80	\$78,832.00	\$83,179.20	\$87,692.80	\$92,432.00	\$97,635.20	\$103,043.20	\$108,638.40
21	\$32.10	\$33.88	\$35.77	\$37.74	\$39.76	\$41.98	\$44.22	\$46.72	\$49.27	\$51.96	\$54.85
	\$66,768.00	\$70,470.40	\$74,401.60	\$78,499.20	\$82,700.80	\$87,318.40	\$91,977.60	\$97,177.60	\$102,481.60	\$108,076.80	\$114,088.00
22	\$33.72	\$35.58	\$37.51	\$39.61	\$41.77	\$44.06	\$46.48	\$49.05	\$51.78	\$54.63	\$57.61
	\$70,137.60	\$74,006.40	\$78,020.80	\$82,388.80	\$86,881.60	\$91,644.80	\$96,678.40	\$102,024.00	\$107,702.40	\$113,630.40	\$119,828.80
23	\$35.38	\$37.36	\$39.43	\$41.57	\$43.86	\$46.26	\$48.84	\$51.53	\$54.34	\$57.31	\$60.51
	\$73,590.40	\$77,708.80	\$82,014.40	\$86,465.60	\$91,228.80	\$96,220.80	\$101,587.20	\$107,182.40	\$113,027.20	\$119,204.80	\$125,860.80
24	\$37.17	\$39.19	\$41.38	\$43.63	\$46.08	\$48.58	\$51.24	\$54.07	\$57.03	\$60.15	\$63.51
	\$77,313.60	\$81,515.20	\$86,070.40	\$90,750.40	\$95,846.40	\$101,046.40	\$106,579.20	\$112,465.60	\$118,622.40	\$125,112.00	\$132,100.80
25	\$39.01	\$41.19	\$43.44	\$45.82	\$48.34	\$51.01	\$53.80	\$56.76	\$59.92	\$63.18	\$66.64
	\$81,140.80	\$85,675.20	\$90,355.20	\$95,305.60	\$100,547.20	\$106,100.80	\$111,904.00	\$118,060.80	\$124,633.60	\$131,414.40	\$138,611.20
26	\$40.97	\$43.25	\$45.58	\$48.13	\$50.78	\$53.53	\$56.52	\$59.58	\$62.91	\$66.36	\$69.98
	\$85,217.60	\$89,960.00	\$94,806.40	\$100,110.40	\$105,622.40	\$111,342.40	\$117,561.60	\$123,926.40	\$130,852.80	\$138,028.80	\$145,558.40
27	\$43.05	\$45.39	\$47.87	\$50.52	\$53.32	\$56.21	\$59.38	\$62.57	\$66.10	\$69.69	\$73.51
	\$89,544.00	\$94,411.20	\$99,569.60	\$105,081.60	\$110,905.60	\$116,916.80	\$123,510.40	\$130,145.60	\$137,488.00	\$144,955.20	\$152,900.80
28	\$45.20	\$47.68	\$50.29	\$53.06	\$56.00	\$59.03	\$62.29	\$65.73	\$69.33	\$73.15	\$77.13
	\$94,016.00	\$99,174.40	\$104,603.20	\$110,364.80	\$116,480.00	\$122,782.40	\$129,563.20	\$136,718.40	\$144,206.40	\$152,152.00	\$160,430.40

Grade/Step 80 hrs 11 Steps Jan 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$18.12	\$18.69	\$19.68	\$20.66	\$21.91	\$23.07
						\$37,689.60	\$38,875.20	\$40,934.40	\$42,972.80	\$45,572.80	\$47,985.60
B				\$18.12	\$19.43	\$20.50	\$21.62	\$22.80	\$24.01	\$25.31	\$26.72
				\$37,689.60	\$40,414.40	\$42,640.00	\$44,969.60	\$47,424.00	\$49,940.80	\$52,644.80	\$55,577.60
C	\$18.12	\$19.13	\$20.10	\$21.19	\$22.42	\$23.66	\$24.98	\$26.34	\$27.82	\$29.31	\$30.90
	\$37,689.60	\$39,790.40	\$41,808.00	\$44,075.20	\$46,633.60	\$49,212.80	\$51,958.40	\$54,787.20	\$57,865.60	\$60,964.80	\$64,272.00
C+	\$18.71	\$19.70	\$20.65	\$21.77	\$22.98	\$24.24	\$25.54	\$26.85	\$28.38	\$29.86	\$31.46
	\$38,916.80	\$40,976.00	\$42,952.00	\$45,281.60	\$47,798.40	\$50,419.20	\$53,123.20	\$55,848.00	\$59,030.40	\$62,108.80	\$65,436.80
D	\$19.93	\$21.09	\$22.21	\$23.48	\$24.77	\$26.12	\$27.53	\$29.08	\$30.69	\$32.39	\$34.11
	\$41,454.40	\$43,867.20	\$46,196.80	\$48,838.40	\$51,521.60	\$54,329.60	\$57,262.40	\$60,486.40	\$63,835.20	\$67,371.20	\$70,948.80
E	\$21.04	\$22.16	\$23.36	\$24.61	\$25.92	\$27.34	\$29.00	\$30.48	\$32.22	\$33.88	\$35.78
	\$43,763.20	\$46,092.80	\$48,588.80	\$51,188.80	\$53,913.60	\$56,867.20	\$60,320.00	\$63,398.40	\$67,017.60	\$70,470.40	\$74,422.40
F	\$23.10	\$24.39	\$25.69	\$27.13	\$28.58	\$30.13	\$31.90	\$33.71	\$35.51	\$37.44	\$39.52
	\$48,048.00	\$50,731.20	\$53,435.20	\$56,430.40	\$59,446.40	\$62,670.40	\$66,352.00	\$70,116.80	\$73,860.80	\$77,875.20	\$82,201.60
G	\$24.28	\$25.62	\$27.03	\$28.49	\$30.01	\$31.76	\$33.56	\$35.30	\$37.28	\$39.26	\$41.44
	\$50,502.40	\$53,289.60	\$56,222.40	\$59,259.20	\$62,420.80	\$66,060.80	\$69,804.80	\$73,424.00	\$77,542.40	\$81,660.80	\$86,195.20
H	\$26.75	\$28.16	\$29.82	\$31.41	\$33.09	\$35.04	\$36.85	\$38.94	\$41.04	\$43.32	\$45.69
	\$55,640.00	\$58,572.80	\$62,025.60	\$65,332.80	\$68,827.20	\$72,883.20	\$76,648.00	\$80,995.20	\$85,363.20	\$90,105.60	\$95,035.20
I	\$29.82	\$31.35	\$33.09	\$35.04	\$36.85	\$38.94	\$41.04	\$43.32	\$45.69	\$48.25	\$51.01
	\$62,025.60	\$65,208.00	\$68,827.20	\$72,883.20	\$76,648.00	\$80,995.20	\$85,363.20	\$90,105.60	\$95,035.20	\$100,360.00	\$106,100.80

Grade/Step 80 hrs 16 step table

Jan 2019

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$18.12	\$18.75	\$19.40	\$20.65
													37,689.60	39,000.00	40,352.00	42,952.00
02											\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.62
											37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,969.60
03										\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.79
										37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	47,403.20
04								\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.97
								37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,857.60
05							\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$25.17
							37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	52,353.60
06					\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.39
					37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	51,168.00	52,915.20	54,891.20
07				\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.69
				37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	51,168.00	52,915.20	54,787.20	57,595.20
08			\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.25	\$29.09
			37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	51,168.00	52,915.20	54,787.20	56,680.00	60,507.20
09	\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.25	\$28.16	\$29.14	\$30.50
	37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	51,168.00	52,915.20	54,787.20	56,680.00	58,572.80	60,611.20	63,440.00
10	\$18.77	\$19.43	\$20.08	\$20.77	\$21.50	\$22.24	\$22.99	\$23.80	\$24.61	\$25.45	\$26.35	\$27.26	\$28.18	\$29.15	\$30.17	\$32.05
	39,041.60	40,414.40	41,766.40	43,201.60	44,720.00	46,259.20	47,819.20	49,504.00	51,188.80	52,936.00	54,808.00	56,700.80	58,614.40	60,632.00	62,753.60	66,664.00
11	\$19.72	\$20.40	\$21.12	\$21.84	\$22.60	\$23.38	\$24.20	\$25.03	\$25.88	\$26.79	\$27.72	\$28.66	\$29.66	\$30.69	\$31.75	\$33.69
	41,017.60	42,432.00	43,929.60	45,427.20	47,008.00	48,630.40	50,336.00	52,062.40	53,830.40	55,723.20	57,657.60	59,612.80	61,692.80	63,835.20	66,040.00	70,075.20
12	\$20.66	\$21.36	\$22.12	\$22.88	\$23.66	\$24.47	\$25.31	\$26.19	\$27.09	\$28.02	\$29.00	\$30.01	\$31.03	\$32.11	\$33.21	\$35.35
	42,972.80	44,428.80	46,009.60	47,590.40	49,212.80	50,897.60	52,644.80	54,475.20	56,347.20	58,281.60	60,320.00	62,420.80	64,542.40	66,788.80	69,076.80	73,528.00
13	\$21.71	\$22.44	\$23.24	\$24.03	\$24.86	\$25.73	\$26.61	\$27.52	\$28.47	\$29.47	\$30.46	\$31.52	\$32.61	\$33.72	\$34.89	\$37.12
	45,156.80	46,675.20	48,339.20	49,982.40	51,708.80	53,518.40	55,348.80	57,241.60	59,217.60	61,297.60	63,356.80	65,561.60	67,828.80	70,137.60	72,571.20	77,209.60
14	\$22.81	\$23.59	\$24.40	\$25.23	\$26.11	\$27.00	\$27.95	\$28.92	\$29.89	\$30.93	\$31.99	\$33.09	\$34.24	\$35.41	\$36.63	\$38.99
	47,444.80	49,067.20	50,752.00	52,478.40	54,308.80	56,160.00	58,136.00	60,153.60	62,171.20	64,334.40	66,539.20	68,827.20	71,219.20	73,652.80	76,190.40	81,099.20
15	\$23.98	\$24.80	\$25.68	\$26.55	\$27.47	\$28.42	\$29.40	\$30.41	\$31.46	\$32.54	\$33.67	\$34.83	\$36.02	\$37.28	\$38.59	\$40.92
	49,878.40	51,584.00	53,414.40	55,224.00	57,137.60	59,113.60	61,152.00	63,252.80	65,436.80	67,683.20	70,033.60	72,446.40	74,921.60	77,542.40	80,267.20	85,113.60
16	\$25.16	\$26.03	\$26.92	\$27.87	\$28.81	\$29.81	\$30.85	\$31.91	\$33.00	\$34.14	\$35.30	\$36.54	\$37.80	\$39.08	\$40.44	\$42.95
	52,332.80	54,142.40	55,993.60	57,969.60	59,924.80	62,004.80	64,168.00	66,372.80	68,640.00	71,011.20	73,424.00	76,003.20	78,624.00	81,286.40	84,115.20	89,336.00
17	\$26.41	\$27.32	\$28.28	\$29.23	\$30.24	\$31.28	\$32.37	\$33.48	\$34.63	\$35.83	\$37.07	\$38.33	\$39.67	\$41.04	\$42.46	\$45.15
	54,932.80	56,825.60	58,822.40	60,798.40	62,899.20	65,062.40	67,329.60	69,638.40	72,030.40	74,526.40	77,105.60	79,726.40	82,513.60	85,363.20	88,316.80	93,912.00
18	\$27.73	\$28.67	\$29.67	\$30.70	\$31.76	\$32.87	\$34.00	\$35.17	\$36.38	\$37.63	\$38.94	\$40.30	\$41.68	\$43.13	\$44.61	\$47.40
	57,678.40	59,633.60	61,713.60	63,856.00	66,060.80	68,369.60	70,720.00	73,153.60	75,670.40	78,270.40	80,995.20	83,824.00	86,694.40	89,710.40	92,788.80	98,592.00
19	\$29.13	\$30.15	\$31.19	\$32.25	\$33.36	\$34.51	\$35.72	\$36.94	\$38.21	\$39.52	\$40.89	\$42.32	\$43.78	\$45.27	\$46.85	\$49.72
	60,590.40	62,712.00	64,875.20	67,080.00	69,388.80	71,780.80	74,297.60	76,835.20	79,476.80	82,201.60	85,051.20	88,025.60	91,062.40	94,161.60	97,448.00	103,417.60

Grade/Step 80 hrs 16 step table

Jan 2019

26 pay periods

Employees hired on/after 7/1/11

STEP																
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$30.61	\$31.66	\$32.75	\$33.88	\$35.06	\$36.28	\$37.51	\$38.80	\$40.15	\$41.53	\$42.95	\$44.44	\$45.98	\$47.55	\$49.20	\$52.23
	63,668.80	65,852.80	68,120.00	70,470.40	72,924.80	75,462.40	78,020.80	80,704.00	83,512.00	86,382.40	89,336.00	92,435.20	95,638.40	98,904.00	102,336.00	108,638.40
21	\$32.10	\$33.20	\$34.35	\$35.55	\$36.75	\$38.03	\$39.35	\$40.70	\$42.10	\$43.55	\$45.08	\$46.63	\$48.22	\$49.89	\$51.63	\$54.85
	66,768.00	69,056.00	71,448.00	73,944.00	76,440.00	79,102.40	81,848.00	84,656.00	87,568.00	90,584.00	93,766.40	96,990.40	100,297.60	103,771.20	107,390.40	114,088.00
22	\$33.72	\$34.89	\$36.07	\$37.33	\$38.64	\$39.96	\$41.33	\$42.76	\$44.22	\$45.77	\$47.36	\$48.99	\$50.68	\$52.43	\$54.22	\$57.61
	70,137.60	72,571.20	75,025.60	77,646.40	80,371.20	83,116.80	85,966.40	88,940.80	91,977.60	95,201.60	98,508.80	101,899.20	105,414.40	109,054.40	112,777.60	119,828.80
23	\$35.38	\$36.61	\$37.89	\$39.19	\$40.52	\$41.92	\$43.37	\$44.87	\$46.42	\$48.04	\$49.68	\$51.39	\$53.18	\$54.98	\$56.91	\$60.51
	73,590.40	76,148.80	78,811.20	81,515.20	84,281.60	87,193.60	90,209.60	93,329.60	96,553.60	99,923.20	103,334.40	106,891.20	110,614.40	114,358.40	118,372.80	125,860.80
24	\$37.17	\$38.45	\$39.77	\$41.13	\$42.56	\$44.03	\$45.54	\$47.12	\$48.75	\$50.42	\$52.15	\$53.97	\$55.82	\$57.75	\$59.75	\$63.51
	77,313.60	79,976.00	82,721.60	85,550.40	88,524.80	91,582.40	94,723.20	98,009.60	101,400.00	104,873.60	108,472.00	112,257.60	116,105.60	120,120.00	124,280.00	132,100.80
25	\$39.01	\$40.37	\$41.77	\$43.20	\$44.68	\$46.22	\$47.81	\$49.48	\$51.17	\$52.94	\$54.77	\$56.64	\$58.61	\$60.63	\$62.72	\$66.64
	81,140.80	83,969.60	86,881.60	89,856.00	92,934.40	96,137.60	99,444.80	102,918.40	106,433.60	110,115.20	113,921.60	117,811.20	121,908.80	126,110.40	130,457.60	138,611.20
26	\$40.97	\$42.40	\$43.86	\$45.36	\$46.92	\$48.54	\$50.23	\$51.95	\$53.75	\$55.58	\$57.53	\$59.50	\$61.56	\$63.69	\$65.87	\$69.98
	85,217.60	88,192.00	91,228.80	94,348.80	97,593.60	100,963.20	104,478.40	108,056.00	111,800.00	115,606.40	119,662.40	123,760.00	128,044.80	132,475.20	137,009.60	145,558.40
27	\$43.05	\$44.55	\$46.08	\$47.65	\$49.29	\$51.01	\$52.75	\$54.60	\$56.46	\$58.41	\$60.43	\$62.51	\$64.68	\$66.91	\$69.22	\$73.51
	89,544.00	92,664.00	95,846.40	99,112.00	102,523.20	106,100.80	109,720.00	113,568.00	117,436.80	121,492.80	125,694.40	130,020.80	134,534.40	139,172.80	143,977.60	152,900.80
28	\$45.20	\$46.76	\$48.36	\$50.03	\$51.76	\$53.53	\$55.40	\$57.29	\$59.29	\$61.33	\$63.44	\$65.63	\$67.88	\$70.22	\$72.64	\$77.13
	94,016.00	97,260.80	100,588.80	104,062.40	107,660.80	111,342.40	115,232.00	119,163.20	123,323.20	127,566.40	131,955.20	136,510.40	141,190.40	146,057.60	151,091.20	160,430.40
A									\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$23.07
									37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,985.60
B					\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.72
					37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	51,168.00	52,915.20	55,577.60
C	\$18.12	\$18.75	\$19.40	\$20.07	\$20.76	\$21.48	\$22.23	\$22.98	\$23.77	\$24.60	\$25.44	\$26.34	\$27.25	\$28.16	\$29.14	\$30.90
	37,689.60	39,000.00	40,352.00	41,745.60	43,180.80	44,678.40	46,238.40	47,798.40	49,441.60	51,168.00	52,915.20	54,787.20	56,680.00	58,572.80	60,611.20	64,272.00
C+	\$18.71	\$19.34	\$20.01	\$20.69	\$21.39	\$22.15	\$22.90	\$23.68	\$24.50	\$25.34	\$26.23	\$27.14	\$28.06	\$29.04	\$30.05	\$31.46
	38,916.80	40,227.20	41,620.80	43,035.20	44,491.20	46,072.00	47,632.00	49,254.40	50,960.00	52,707.20	54,558.40	56,451.20	58,364.80	60,403.20	62,504.00	65,436.80
D	\$19.93	\$20.61	\$21.32	\$22.06	\$22.83	\$23.61	\$24.42	\$25.26	\$26.13	\$27.03	\$27.97	\$28.94	\$29.91	\$30.95	\$32.01	\$34.11
	41,454.40	42,868.80	44,345.60	45,884.80	47,486.40	49,108.80	50,793.60	52,540.80	54,350.40	56,222.40	58,177.60	60,195.20	62,212.80	64,376.00	66,580.80	70,948.80
E	\$21.04	\$21.76	\$22.50	\$23.29	\$24.09	\$24.94	\$25.78	\$26.67	\$27.58	\$28.55	\$29.53	\$30.54	\$31.58	\$32.67	\$33.79	\$35.78
	43,763.20	45,260.80	46,800.00	48,443.20	50,107.20	51,875.20	53,622.40	55,473.60	57,366.40	59,384.00	61,422.40	63,523.20	65,686.40	67,953.60	70,283.20	74,422.40
F	\$23.10	\$23.90	\$24.72	\$25.59	\$26.46	\$27.37	\$28.33	\$29.31	\$30.32	\$31.38	\$32.46	\$33.59	\$34.73	\$35.92	\$37.18	\$39.52
	48,048.00	49,712.00	51,417.60	53,227.20	55,036.80	56,929.60	58,926.40	60,964.80	63,065.60	65,270.40	67,516.80	69,867.20	72,238.40	74,713.60	77,334.40	82,201.60
G	\$24.28	\$25.11	\$25.95	\$26.86	\$27.81	\$28.74	\$29.73	\$30.76	\$31.83	\$32.94	\$34.07	\$35.23	\$36.45	\$37.71	\$39.00	\$41.44
	50,502.40	52,228.80	53,976.00	55,868.80	57,844.80	59,779.20	61,838.40	63,980.80	66,206.40	68,515.20	70,865.60	73,278.40	75,816.00	78,436.80	81,120.00	86,195.20
H	\$26.75	\$27.64	\$28.62	\$29.60	\$30.62	\$31.67	\$32.76	\$33.89	\$35.07	\$36.29	\$37.53	\$38.81	\$40.16	\$41.54	\$42.96	\$45.69
	55,640.00	57,491.20	59,529.60	61,568.00	63,689.60	65,873.60	68,140.80	70,491.20	72,945.60	75,483.20	78,062.40	80,724.80	83,532.80	86,403.20	89,356.80	95,035.20
I	\$29.82	\$30.86	\$31.92	\$33.01	\$34.15	\$35.31	\$36.55	\$37.81	\$39.10	\$40.45	\$41.85	\$43.29	\$44.78	\$46.31	\$47.92	\$51.01
	62,025.60	64,188.80	66,393.60	68,660.80	71,032.00	73,444.80	76,024.00	78,644.80	81,328.00	84,136.00	87,048.00	90,043.20	93,142.40	96,324.80	99,673.60	106,100.80

Grade/Step 70 hrs 11 Steps

Jul 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.39	\$19.94	\$20.96
									\$33,469.80	\$36,290.80	\$38,147.20
02								\$18.39	\$19.67	\$20.79	\$21.94
								\$33,469.80	\$35,799.40	\$37,837.80	\$39,930.80
03							\$18.39	\$19.67	\$20.79	\$21.94	\$23.13
							\$33,469.80	\$35,799.40	\$37,837.80	\$39,930.80	\$42,096.60
04						\$18.39	\$19.60	\$20.70	\$21.84	\$23.04	\$24.33
						\$33,469.80	\$35,672.00	\$37,674.00	\$39,748.80	\$41,932.80	\$44,280.60
05					\$18.39	\$19.57	\$20.67	\$21.80	\$22.97	\$24.20	\$25.55
					\$33,469.80	\$35,617.40	\$37,619.40	\$39,676.00	\$41,805.40	\$44,044.00	\$46,501.00
06				\$18.39	\$19.42	\$20.52	\$21.57	\$22.80	\$24.03	\$25.38	\$26.79
				\$33,469.80	\$35,344.40	\$37,346.40	\$39,257.40	\$41,496.00	\$43,734.60	\$46,191.60	\$48,757.80
07			\$18.39	\$19.35	\$20.37	\$21.47	\$22.69	\$23.95	\$25.26	\$26.61	\$28.11
			\$33,469.80	\$35,217.00	\$37,073.40	\$39,075.40	\$41,295.80	\$43,589.00	\$45,973.20	\$48,430.20	\$51,160.20
08		\$18.39	\$19.24	\$20.28	\$21.41	\$22.56	\$23.84	\$25.14	\$26.50	\$27.96	\$29.53
		\$33,469.80	\$35,016.80	\$36,909.60	\$38,966.20	\$41,059.20	\$43,388.80	\$45,754.80	\$48,230.00	\$50,887.20	\$53,744.60
09	\$18.39	\$19.11	\$20.18	\$21.34	\$22.51	\$23.73	\$25.00	\$26.40	\$27.81	\$29.39	\$30.96
	\$33,469.80	\$34,780.20	\$36,727.60	\$38,838.80	\$40,968.20	\$43,188.60	\$45,500.00	\$48,048.00	\$50,614.20	\$53,489.80	\$56,347.20
10	\$19.05	\$20.09	\$21.23	\$22.41	\$23.62	\$24.89	\$26.30	\$27.73	\$29.22	\$30.86	\$32.53
	\$34,671.00	\$36,563.80	\$38,638.60	\$40,786.20	\$42,988.40	\$45,299.80	\$47,866.00	\$50,468.60	\$53,180.40	\$56,165.20	\$59,204.60
11	\$20.02	\$21.15	\$22.25	\$23.50	\$24.79	\$26.15	\$27.62	\$29.12	\$30.69	\$32.43	\$34.20
	\$36,436.40	\$38,493.00	\$40,495.00	\$42,770.00	\$45,117.80	\$47,593.00	\$50,268.40	\$52,998.40	\$55,855.80	\$59,022.60	\$62,244.00
12	\$20.97	\$22.14	\$23.36	\$24.68	\$26.06	\$27.44	\$28.98	\$30.58	\$32.25	\$34.03	\$35.88
	\$38,165.40	\$40,294.80	\$42,515.20	\$44,917.60	\$47,429.20	\$49,940.80	\$52,743.60	\$55,655.60	\$58,695.00	\$61,934.60	\$65,301.60
13	\$22.04	\$23.25	\$24.56	\$25.91	\$27.28	\$28.83	\$30.38	\$32.09	\$33.84	\$35.70	\$37.68
	\$40,112.80	\$42,315.00	\$44,699.20	\$47,156.20	\$49,649.60	\$52,470.60	\$55,291.60	\$58,403.80	\$61,588.80	\$64,974.00	\$68,577.60
14	\$23.15	\$24.42	\$25.77	\$27.20	\$28.71	\$30.28	\$31.95	\$33.69	\$35.58	\$37.48	\$39.57
	\$42,133.00	\$44,444.40	\$46,901.40	\$49,504.00	\$52,252.20	\$55,109.60	\$58,149.00	\$61,315.80	\$64,755.60	\$68,213.60	\$72,017.40

Grade/Step 70 hrs 11 Steps

Jul 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$24.34	\$25.64	\$27.08	\$28.53	\$30.13	\$31.79	\$33.53	\$35.34	\$37.31	\$39.36	\$41.53
	\$44,298.80	\$46,664.80	\$49,285.60	\$51,924.60	\$54,836.60	\$57,857.80	\$61,024.60	\$64,318.80	\$67,904.20	\$71,635.20	\$75,584.60
16	\$25.54	\$26.95	\$28.44	\$30.01	\$31.67	\$33.39	\$35.22	\$37.18	\$39.18	\$41.36	\$43.59
	\$46,482.80	\$49,049.00	\$51,760.80	\$54,618.20	\$57,639.40	\$60,769.80	\$64,100.40	\$67,667.60	\$71,307.60	\$75,275.20	\$79,333.80
17	\$26.81	\$28.33	\$29.82	\$31.48	\$33.21	\$35.05	\$36.98	\$39.03	\$41.14	\$43.40	\$45.83
	\$48,794.20	\$51,560.60	\$54,272.40	\$57,293.60	\$60,442.20	\$63,791.00	\$67,303.60	\$71,034.60	\$74,874.80	\$78,988.00	\$83,410.60
18	\$28.15	\$29.69	\$31.31	\$33.04	\$34.90	\$36.83	\$38.87	\$40.96	\$43.22	\$45.55	\$48.11
	\$51,233.00	\$54,035.80	\$56,984.20	\$60,132.80	\$63,518.00	\$67,030.60	\$70,743.40	\$74,547.20	\$78,660.40	\$82,901.00	\$87,560.20
19	\$29.57	\$31.19	\$32.93	\$34.73	\$36.60	\$38.63	\$40.78	\$43.02	\$45.39	\$47.86	\$50.47
	\$53,817.40	\$56,765.80	\$59,932.60	\$63,208.60	\$66,612.00	\$70,306.60	\$74,219.60	\$78,296.40	\$82,609.80	\$87,105.20	\$91,855.40
20	\$31.07	\$32.78	\$34.56	\$36.45	\$38.47	\$40.59	\$42.79	\$45.21	\$47.64	\$50.28	\$53.01
	\$56,547.40	\$59,659.60	\$62,899.20	\$66,339.00	\$70,015.40	\$73,873.80	\$77,877.80	\$82,282.20	\$86,704.80	\$91,509.60	\$96,478.20
21	\$32.58	\$34.39	\$36.31	\$38.31	\$40.36	\$42.61	\$44.88	\$47.42	\$50.01	\$52.74	\$55.67
	\$59,295.60	\$62,589.80	\$66,084.20	\$69,724.20	\$73,455.20	\$77,550.20	\$81,681.60	\$86,304.40	\$91,018.20	\$95,986.80	\$101,319.40
22	\$34.23	\$36.11	\$38.07	\$40.20	\$42.40	\$44.72	\$47.18	\$49.79	\$52.56	\$55.45	\$58.47
	\$62,298.60	\$65,720.20	\$69,287.40	\$73,164.00	\$77,168.00	\$81,390.40	\$85,867.60	\$90,617.80	\$95,659.20	\$100,919.00	\$106,415.40
23	\$35.91	\$37.92	\$40.02	\$42.19	\$44.52	\$46.95	\$49.57	\$52.30	\$55.16	\$58.17	\$61.42
	\$65,356.20	\$69,014.40	\$72,836.40	\$76,785.80	\$81,026.40	\$85,449.00	\$90,217.40	\$95,186.00	\$100,391.20	\$105,869.40	\$111,784.40
24	\$37.73	\$39.78	\$42.00	\$44.28	\$46.77	\$49.31	\$52.01	\$54.88	\$57.89	\$61.05	\$64.46
	\$68,668.60	\$72,399.60	\$76,440.00	\$80,589.60	\$85,121.40	\$89,744.20	\$94,658.20	\$99,881.60	\$105,359.80	\$111,111.00	\$117,317.20
25	\$39.60	\$41.81	\$44.09	\$46.51	\$49.07	\$51.78	\$54.61	\$57.61	\$60.82	\$64.13	\$67.64
	\$72,072.00	\$76,094.20	\$80,243.80	\$84,648.20	\$89,307.40	\$94,239.60	\$99,390.20	\$104,850.20	\$110,692.40	\$116,716.60	\$123,104.80
26	\$41.58	\$43.90	\$46.26	\$48.85	\$51.54	\$54.33	\$57.37	\$60.47	\$63.85	\$67.36	\$71.03
	\$75,675.60	\$79,898.00	\$84,193.20	\$88,907.00	\$93,802.80	\$98,880.60	\$104,413.40	\$110,055.40	\$116,207.00	\$122,595.20	\$129,274.60
27	\$43.70	\$46.07	\$48.59	\$51.28	\$54.12	\$57.05	\$60.27	\$63.51	\$67.09	\$70.74	\$74.61
	\$79,534.00	\$83,847.40	\$88,433.80	\$93,329.60	\$98,498.40	\$103,831.00	\$109,691.40	\$115,588.20	\$122,103.80	\$128,746.80	\$135,790.20
28	\$45.88	\$48.40	\$51.04	\$53.86	\$56.84	\$59.92	\$63.22	\$66.72	\$70.37	\$74.25	\$78.29
	\$83,501.60	\$88,088.00	\$92,892.80	\$98,025.20	\$103,448.80	\$109,054.40	\$115,060.40	\$121,430.40	\$128,073.40	\$135,135.00	\$142,487.80

Grade/Step 70 hrs 16 step table

Jul 2019

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$18.39	\$19.03	\$19.69	\$20.96
													33,469.80	34,634.60	35,835.80	38,147.20
02											\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.94
											33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,930.80
03										\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$23.13
										33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	42,096.60
04								\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.33
								33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	41,059.20	42,442.40	44,280.60
05							\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$25.55
							33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	41,059.20	42,442.40	43,916.60	46,501.00
06					\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.79
					33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	41,059.20	42,442.40	43,916.60	45,445.40	46,992.40	48,757.80
07				\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$28.11
				33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	41,059.20	42,442.40	43,916.60	45,445.40	46,992.40	48,666.80	51,160.20
08			\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$27.66	\$29.53
			33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	41,059.20	42,442.40	43,916.60	45,445.40	46,992.40	48,666.80	50,341.20	53,744.60
09	\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$27.66	\$28.58	\$29.58	\$30.96
	33,469.80	34,634.60	35,835.80	37,073.40	38,347.40	39,676.00	41,059.20	42,442.40	43,916.60	45,445.40	46,992.40	48,666.80	50,341.20	52,015.60	53,835.60	56,347.20
10	\$19.05	\$19.72	\$20.38	\$21.08	\$21.82	\$22.57	\$23.33	\$24.16	\$24.98	\$25.83	\$26.75	\$27.67	\$28.60	\$29.59	\$30.62	\$32.53
	34,671.00	35,890.40	37,091.60	38,365.60	39,712.40	41,077.40	42,460.60	43,971.20	45,463.60	47,010.60	48,685.00	50,359.40	52,052.00	53,853.80	55,728.40	59,204.60
11	\$20.02	\$20.71	\$21.44	\$22.17	\$22.94	\$23.73	\$24.56	\$25.41	\$26.27	\$27.19	\$28.14	\$29.09	\$30.10	\$31.15	\$32.23	\$34.20
	36,436.40	37,692.20	39,020.80	40,349.40	41,750.80	43,188.60	44,699.20	46,246.20	47,811.40	49,485.80	51,214.80	52,943.80	54,782.00	56,693.00	58,658.60	62,244.00
12	\$20.97	\$21.68	\$22.45	\$23.22	\$24.01	\$24.84	\$25.69	\$26.58	\$27.50	\$28.44	\$29.44	\$30.46	\$31.50	\$32.59	\$33.71	\$35.88
	38,165.40	39,457.60	40,859.00	42,260.40	43,698.20	45,208.80	46,755.80	48,375.60	50,050.00	51,760.80	53,580.80	55,437.20	57,330.00	59,313.80	61,352.20	65,301.60
13	\$22.04	\$22.78	\$23.59	\$24.39	\$25.23	\$26.12	\$27.01	\$27.93	\$28.90	\$29.91	\$30.92	\$31.99	\$33.10	\$34.23	\$35.41	\$37.68
	40,112.80	41,459.60	42,933.80	44,389.80	45,918.60	47,538.40	49,158.20	50,832.60	52,598.00	54,436.20	56,274.40	58,221.80	60,242.00	62,298.60	64,446.20	68,577.60
14	\$23.15	\$23.94	\$24.77	\$25.61	\$26.50	\$27.40	\$28.37	\$29.35	\$30.34	\$31.39	\$32.47	\$33.59	\$34.75	\$35.94	\$37.18	\$39.57
	42,133.00	43,570.80	45,081.40	46,610.20	48,230.00	49,868.00	51,633.40	53,417.00	55,218.80	57,129.80	59,095.40	61,133.80	63,245.00	65,410.80	67,667.60	72,017.40
15	\$24.34	\$25.17	\$26.07	\$26.95	\$27.88	\$28.85	\$29.84	\$30.87	\$31.93	\$33.03	\$34.18	\$35.35	\$36.56	\$37.84	\$39.17	\$41.53
	44,298.80	45,809.40	47,447.40	49,049.00	50,741.60	52,507.00	54,308.80	56,183.40	58,112.60	60,114.60	62,207.60	64,337.00	66,539.20	68,868.80	71,289.40	75,584.60
16	\$25.54	\$26.42	\$27.32	\$28.29	\$29.24	\$30.26	\$31.31	\$32.39	\$33.50	\$34.65	\$35.83	\$37.09	\$38.37	\$39.67	\$41.05	\$43.59
	46,482.80	48,084.40	49,722.40	51,487.80	53,216.80	55,073.20	56,984.20	58,949.80	60,970.00	63,063.00	65,210.60	67,503.80	69,833.40	72,199.40	74,711.00	79,333.80
17	\$26.81	\$27.73	\$28.70	\$29.67	\$30.69	\$31.75	\$32.86	\$33.98	\$35.15	\$36.37	\$37.63	\$38.90	\$40.27	\$41.66	\$43.10	\$45.83
	48,794.20	50,468.60	52,234.00	53,999.40	55,855.80	57,785.00	59,805.20	61,843.60	63,973.00	66,193.40	68,486.60	70,798.00	73,291.40	75,821.20	78,442.00	83,410.60
18	\$28.15	\$29.10	\$30.12	\$31.16	\$32.24	\$33.36	\$34.51	\$35.70	\$36.93	\$38.19	\$39.52	\$40.90	\$42.31	\$43.78	\$45.28	\$48.11
	51,233.00	52,962.00	54,818.40	56,711.20	58,676.80	60,715.20	62,808.20	64,974.00	67,212.60	69,505.80	71,926.40	74,438.00	77,004.20	79,679.60	82,409.60	87,560.20
19	\$29.57	\$30.60	\$31.66	\$32.73	\$33.86	\$35.03	\$36.26	\$37.49	\$38.78	\$40.11	\$41.50	\$42.95	\$44.44	\$45.95	\$47.55	\$50.47
	53,817.40	55,692.00	57,621.20	59,568.60	61,625.20	63,754.60	65,993.20	68,231.80	70,579.60	73,000.20	75,530.00	78,169.00	80,880.80	83,629.00	86,541.00	91,855.40

Grade/Step 70 hrs 16 step table

Jul 2019

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$31.07	\$32.13	\$33.24	\$34.39	\$35.59	\$36.82	\$38.07	\$39.38	\$40.75	\$42.15	\$43.59	\$45.11	\$46.67	\$48.26	\$49.94	\$53.01
	56,547.40	58,476.60	60,496.80	62,589.80	64,773.80	67,012.40	69,287.40	71,671.60	74,165.00	76,713.00	79,333.80	82,100.20	84,939.40	87,833.20	90,890.80	96,478.20
21	\$32.58	\$33.70	\$34.87	\$36.08	\$37.30	\$38.60	\$39.94	\$41.31	\$42.73	\$44.20	\$45.76	\$47.33	\$48.94	\$50.64	\$52.40	\$55.67
	59,295.60	61,334.00	63,463.40	65,665.60	67,886.00	70,252.00	72,690.80	75,184.20	77,768.60	80,444.00	83,283.20	86,140.60	89,070.80	92,164.80	95,368.00	101,319.40
22	\$34.23	\$35.41	\$36.61	\$37.89	\$39.22	\$40.56	\$41.95	\$43.40	\$44.88	\$46.46	\$48.07	\$49.72	\$51.44	\$53.22	\$55.03	\$58.47
	62,298.60	64,446.20	66,630.20	68,959.80	71,380.40	73,819.20	76,349.00	78,988.00	81,681.60	84,557.20	87,487.40	90,490.40	93,620.80	96,860.40	100,154.60	106,415.40
23	\$35.91	\$37.16	\$38.46	\$39.78	\$41.13	\$42.55	\$44.02	\$45.54	\$47.12	\$48.76	\$50.43	\$52.16	\$53.98	\$55.80	\$57.76	\$61.42
	65,356.20	67,631.20	69,997.20	72,399.60	74,856.60	77,441.00	80,116.40	82,882.80	85,758.40	88,743.20	91,782.60	94,931.20	98,243.60	101,556.00	105,123.20	111,784.40
24	\$37.73	\$39.03	\$40.37	\$41.75	\$43.20	\$44.69	\$46.22	\$47.83	\$49.48	\$51.18	\$52.93	\$54.78	\$56.66	\$58.62	\$60.65	\$64.46
	68,668.60	71,034.60	73,473.40	75,985.00	78,624.00	81,335.80	84,120.40	87,050.60	90,053.60	93,147.60	96,332.60	99,699.60	103,121.20	106,688.40	110,383.00	117,317.20
25	\$39.60	\$40.98	\$42.40	\$43.85	\$45.35	\$46.91	\$48.53	\$50.22	\$51.94	\$53.73	\$55.59	\$57.49	\$59.49	\$61.54	\$63.66	\$67.64
	72,072.00	74,583.60	77,168.00	79,807.00	82,537.00	85,376.20	88,324.60	91,400.40	94,530.80	97,788.60	101,173.80	104,631.80	108,271.80	112,002.80	115,861.20	123,104.80
26	\$41.58	\$43.04	\$44.52	\$46.04	\$47.62	\$49.27	\$50.98	\$52.73	\$54.56	\$56.41	\$58.39	\$60.39	\$62.48	\$64.65	\$66.86	\$71.03
	75,675.60	78,332.80	81,026.40	83,792.80	86,668.40	89,671.40	92,783.60	95,968.60	99,299.20	102,666.20	106,269.80	109,909.80	113,713.60	117,663.00	121,685.20	129,274.60
27	\$43.70	\$45.22	\$46.77	\$48.36	\$50.03	\$51.78	\$53.54	\$55.42	\$57.31	\$59.29	\$61.34	\$63.45	\$65.65	\$67.91	\$70.26	\$74.61
	79,534.00	82,300.40	85,121.40	88,015.20	91,054.60	94,239.60	97,442.80	100,864.40	104,304.20	107,907.80	111,638.80	115,479.00	119,483.00	123,596.20	127,873.20	135,790.20
28	\$45.88	\$47.46	\$49.09	\$50.78	\$52.54	\$54.33	\$56.23	\$58.15	\$60.18	\$62.25	\$64.39	\$66.61	\$68.90	\$71.27	\$73.73	\$78.29
	83,501.60	86,377.20	89,343.80	92,419.60	95,622.80	98,880.60	102,338.60	105,833.00	109,527.60	113,295.00	117,189.80	121,230.20	125,398.00	129,711.40	134,188.60	142,487.80

Grade/Step 80 hrs 11 Steps Jul 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.39	\$19.94	\$20.96
									\$38,251.20	\$41,475.20	\$43,596.80
02								\$18.39	\$19.67	\$20.79	\$21.94
								\$38,251.20	\$40,913.60	\$43,243.20	\$45,635.20
03							\$18.39	\$19.67	\$20.79	\$21.94	\$23.13
							\$38,251.20	\$40,913.60	\$43,243.20	\$45,635.20	\$48,110.40
04						\$18.39	\$19.60	\$20.70	\$21.84	\$23.04	\$24.33
						\$38,251.20	\$40,768.00	\$43,056.00	\$45,427.20	\$47,923.20	\$50,606.40
05					\$18.39	\$19.57	\$20.67	\$21.80	\$22.97	\$24.20	\$25.55
					\$38,251.20	\$40,705.60	\$42,993.60	\$45,344.00	\$47,777.60	\$50,336.00	\$53,144.00
06				\$18.39	\$19.42	\$20.52	\$21.57	\$22.80	\$24.03	\$25.38	\$26.79
				\$38,251.20	\$40,393.60	\$42,681.60	\$44,865.60	\$47,424.00	\$49,982.40	\$52,790.40	\$55,723.20
07			\$18.39	\$19.35	\$20.37	\$21.47	\$22.69	\$23.95	\$25.26	\$26.61	\$28.11
			\$38,251.20	\$40,248.00	\$42,369.60	\$44,657.60	\$47,195.20	\$49,816.00	\$52,540.80	\$55,348.80	\$58,468.80
08		\$18.39	\$19.24	\$20.28	\$21.41	\$22.56	\$23.84	\$25.14	\$26.50	\$27.96	\$29.53
		\$38,251.20	\$40,019.20	\$42,182.40	\$44,532.80	\$46,924.80	\$49,587.20	\$52,291.20	\$55,120.00	\$58,156.80	\$61,422.40
09	\$18.39	\$19.11	\$20.18	\$21.34	\$22.51	\$23.73	\$25.00	\$26.40	\$27.81	\$29.39	\$30.96
	\$38,251.20	\$39,748.80	\$41,974.40	\$44,387.20	\$46,820.80	\$49,358.40	\$52,000.00	\$54,912.00	\$57,844.80	\$61,131.20	\$64,396.80
10	\$19.05	\$20.09	\$21.23	\$22.41	\$23.62	\$24.89	\$26.30	\$27.73	\$29.22	\$30.86	\$32.53
	\$39,624.00	\$41,787.20	\$44,158.40	\$46,612.80	\$49,129.60	\$51,771.20	\$54,704.00	\$57,678.40	\$60,777.60	\$64,188.80	\$67,662.40
11	\$20.02	\$21.15	\$22.25	\$23.50	\$24.79	\$26.15	\$27.62	\$29.12	\$30.69	\$32.43	\$34.20
	\$41,641.60	\$43,992.00	\$46,280.00	\$48,880.00	\$51,563.20	\$54,392.00	\$57,449.60	\$60,569.60	\$63,835.20	\$67,454.40	\$71,136.00
12	\$20.97	\$22.14	\$23.36	\$24.68	\$26.06	\$27.44	\$28.98	\$30.58	\$32.25	\$34.03	\$35.88
	\$43,617.60	\$46,051.20	\$48,588.80	\$51,334.40	\$54,204.80	\$57,075.20	\$60,278.40	\$63,606.40	\$67,080.00	\$70,782.40	\$74,630.40
13	\$22.04	\$23.25	\$24.56	\$25.91	\$27.28	\$28.83	\$30.38	\$32.09	\$33.84	\$35.70	\$37.68
	\$45,843.20	\$48,360.00	\$51,084.80	\$53,892.80	\$56,742.40	\$59,966.40	\$63,190.40	\$66,747.20	\$70,387.20	\$74,256.00	\$78,374.40
14	\$23.15	\$24.42	\$25.77	\$27.20	\$28.71	\$30.28	\$31.95	\$33.69	\$35.58	\$37.48	\$39.57
	\$48,152.00	\$50,793.60	\$53,601.60	\$56,576.00	\$59,716.80	\$62,982.40	\$66,456.00	\$70,075.20	\$74,006.40	\$77,958.40	\$82,305.60

Grade/Step 80 hrs 11 Steps Jul 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$24.34	\$25.64	\$27.08	\$28.53	\$30.13	\$31.79	\$33.53	\$35.34	\$37.31	\$39.36	\$41.53
	\$50,627.20	\$53,331.20	\$56,326.40	\$59,342.40	\$62,670.40	\$66,123.20	\$69,742.40	\$73,507.20	\$77,604.80	\$81,868.80	\$86,382.40
16	\$25.54	\$26.95	\$28.44	\$30.01	\$31.67	\$33.39	\$35.22	\$37.18	\$39.18	\$41.36	\$43.59
	\$53,123.20	\$56,056.00	\$59,155.20	\$62,420.80	\$65,873.60	\$69,451.20	\$73,257.60	\$77,334.40	\$81,494.40	\$86,028.80	\$90,667.20
17	\$26.81	\$28.33	\$29.82	\$31.48	\$33.21	\$35.05	\$36.98	\$39.03	\$41.14	\$43.40	\$45.83
	\$55,764.80	\$58,926.40	\$62,025.60	\$65,478.40	\$69,076.80	\$72,904.00	\$76,918.40	\$81,182.40	\$85,571.20	\$90,272.00	\$95,326.40
18	\$28.15	\$29.69	\$31.31	\$33.04	\$34.90	\$36.83	\$38.87	\$40.96	\$43.22	\$45.55	\$48.11
	\$58,552.00	\$61,755.20	\$65,124.80	\$68,723.20	\$72,592.00	\$76,606.40	\$80,849.60	\$85,196.80	\$89,897.60	\$94,744.00	\$100,068.80
19	\$29.57	\$31.19	\$32.93	\$34.73	\$36.60	\$38.63	\$40.78	\$43.02	\$45.39	\$47.86	\$50.47
	\$61,505.60	\$64,875.20	\$68,494.40	\$72,238.40	\$76,128.00	\$80,350.40	\$84,822.40	\$89,481.60	\$94,411.20	\$99,548.80	\$104,977.60
20	\$31.07	\$32.78	\$34.56	\$36.45	\$38.47	\$40.59	\$42.79	\$45.21	\$47.64	\$50.28	\$53.01
	\$64,625.60	\$68,182.40	\$71,884.80	\$75,816.00	\$80,017.60	\$84,427.20	\$89,003.20	\$94,036.80	\$99,091.20	\$104,582.40	\$110,260.80
21	\$32.58	\$34.39	\$36.31	\$38.31	\$40.36	\$42.61	\$44.88	\$47.42	\$50.01	\$52.74	\$55.67
	\$67,766.40	\$71,531.20	\$75,524.80	\$79,684.80	\$83,948.80	\$88,628.80	\$93,350.40	\$98,633.60	\$104,020.80	\$109,699.20	\$115,793.60
22	\$34.23	\$36.11	\$38.07	\$40.20	\$42.40	\$44.72	\$47.18	\$49.79	\$52.56	\$55.45	\$58.47
	\$71,198.40	\$75,108.80	\$79,185.60	\$83,616.00	\$88,192.00	\$93,017.60	\$98,134.40	\$103,563.20	\$109,324.80	\$115,336.00	\$121,617.60
23	\$35.91	\$37.92	\$40.02	\$42.19	\$44.52	\$46.95	\$49.57	\$52.30	\$55.16	\$58.17	\$61.42
	\$74,692.80	\$78,873.60	\$83,241.60	\$87,755.20	\$92,601.60	\$97,656.00	\$103,105.60	\$108,784.00	\$114,732.80	\$120,993.60	\$127,753.60
24	\$37.73	\$39.78	\$42.00	\$44.28	\$46.77	\$49.31	\$52.01	\$54.88	\$57.89	\$61.05	\$64.46
	\$78,478.40	\$82,742.40	\$87,360.00	\$92,102.40	\$97,281.60	\$102,564.80	\$108,180.80	\$114,150.40	\$120,411.20	\$126,984.00	\$134,076.80
25	\$39.60	\$41.81	\$44.09	\$46.51	\$49.07	\$51.78	\$54.61	\$57.61	\$60.82	\$64.13	\$67.64
	\$82,368.00	\$86,964.80	\$91,707.20	\$96,740.80	\$102,065.60	\$107,702.40	\$113,588.80	\$119,828.80	\$126,505.60	\$133,390.40	\$140,691.20
26	\$41.58	\$43.90	\$46.26	\$48.85	\$51.54	\$54.33	\$57.37	\$60.47	\$63.85	\$67.36	\$71.03
	\$86,486.40	\$91,312.00	\$96,220.80	\$101,608.00	\$107,203.20	\$113,006.40	\$119,329.60	\$125,777.60	\$132,808.00	\$140,108.80	\$147,742.40
27	\$43.70	\$46.07	\$48.59	\$51.28	\$54.12	\$57.05	\$60.27	\$63.51	\$67.09	\$70.74	\$74.61
	\$90,896.00	\$95,825.60	\$101,067.20	\$106,662.40	\$112,569.60	\$118,664.00	\$125,361.60	\$132,100.80	\$139,547.20	\$147,139.20	\$155,188.80
28	\$45.88	\$48.40	\$51.04	\$53.86	\$56.84	\$59.92	\$63.22	\$66.72	\$70.37	\$74.25	\$78.29
	\$95,430.40	\$100,672.00	\$106,163.20	\$112,028.80	\$118,227.20	\$124,633.60	\$131,497.60	\$138,777.60	\$146,369.60	\$154,440.00	\$162,843.20

Grade/Step 80 hrs 11 Steps Jul 2019

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$18.39	\$18.97	\$19.98	\$20.97	\$22.24	\$23.42
						\$38,251.20	\$39,457.60	\$41,558.40	\$43,617.60	\$46,259.20	\$48,713.60
B				\$18.39	\$19.72	\$20.81	\$21.94	\$23.14	\$24.37	\$25.69	\$27.12
				\$38,251.20	\$41,017.60	\$43,284.80	\$45,635.20	\$48,131.20	\$50,689.60	\$53,435.20	\$56,409.60
C	\$18.39	\$19.42	\$20.40	\$21.51	\$22.76	\$24.01	\$25.35	\$26.74	\$28.24	\$29.75	\$31.36
	\$38,251.20	\$40,393.60	\$42,432.00	\$44,740.80	\$47,340.80	\$49,940.80	\$52,728.00	\$55,619.20	\$58,739.20	\$61,880.00	\$65,228.80
C+	\$18.99	\$20.00	\$20.96	\$22.10	\$23.32	\$24.60	\$25.92	\$27.25	\$28.81	\$30.31	\$31.93
	\$39,499.20	\$41,600.00	\$43,596.80	\$45,968.00	\$48,505.60	\$51,168.00	\$53,913.60	\$56,680.00	\$59,924.80	\$63,044.80	\$66,414.40
D	\$20.23	\$21.41	\$22.54	\$23.83	\$25.14	\$26.51	\$27.94	\$29.52	\$31.15	\$32.88	\$34.62
	\$42,078.40	\$44,532.80	\$46,883.20	\$49,566.40	\$52,291.20	\$55,140.80	\$58,115.20	\$61,401.60	\$64,792.00	\$68,390.40	\$72,009.60
E	\$21.36	\$22.49	\$23.71	\$24.98	\$26.31	\$27.75	\$29.44	\$30.94	\$32.70	\$34.39	\$36.32
	\$44,428.80	\$46,779.20	\$49,316.80	\$51,958.40	\$54,724.80	\$57,720.00	\$61,235.20	\$64,355.20	\$68,016.00	\$71,531.20	\$75,545.60
F	\$23.45	\$24.76	\$26.08	\$27.54	\$29.01	\$30.58	\$32.38	\$34.22	\$36.04	\$38.00	\$40.11
	\$48,776.00	\$51,500.80	\$54,246.40	\$57,283.20	\$60,340.80	\$63,606.40	\$67,350.40	\$71,177.60	\$74,963.20	\$79,040.00	\$83,428.80
G	\$24.64	\$26.00	\$27.44	\$28.92	\$30.46	\$32.24	\$34.06	\$35.83	\$37.84	\$39.85	\$42.06
	\$51,251.20	\$54,080.00	\$57,075.20	\$60,153.60	\$63,356.80	\$67,059.20	\$70,844.80	\$74,526.40	\$78,707.20	\$82,888.00	\$87,484.80
H	\$27.15	\$28.58	\$30.27	\$31.88	\$33.59	\$35.57	\$37.40	\$39.52	\$41.66	\$43.97	\$46.38
	\$56,472.00	\$59,446.40	\$62,961.60	\$66,310.40	\$69,867.20	\$73,985.60	\$77,792.00	\$82,201.60	\$86,652.80	\$91,457.60	\$96,470.40
I	\$30.27	\$31.82	\$33.59	\$35.57	\$37.40	\$39.52	\$41.66	\$43.97	\$46.38	\$48.97	\$51.78
	\$62,961.60	\$66,185.60	\$69,867.20	\$73,985.60	\$77,792.00	\$82,201.60	\$86,652.80	\$91,457.60	\$96,470.40	\$101,857.60	\$107,702.40

Grade/Step 80 hrs 16 step table

Jul 2019

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$18.39	\$19.03	\$19.69	\$20.96
													38,251.20	39,582.40	40,955.20	43,596.80
02											\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.94
											38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,635.20
03										\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$23.13
										38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	48,110.40
04								\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.33
								38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,606.40
05							\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$25.55
							38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	53,144.00
06					\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.79
					38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	51,937.60	53,705.60	55,723.20
07				\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$28.11
				38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	51,937.60	53,705.60	55,619.20	58,468.80
08			\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$27.66	\$29.53
			38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	51,937.60	53,705.60	55,619.20	57,532.80	61,422.40
09	\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$27.66	\$28.58	\$29.58	\$30.96
	38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	51,937.60	53,705.60	55,619.20	57,532.80	59,446.40	61,526.40	64,396.80
10	\$19.05	\$19.72	\$20.38	\$21.08	\$21.82	\$22.57	\$23.33	\$24.16	\$24.98	\$25.83	\$26.75	\$27.67	\$28.60	\$29.59	\$30.62	\$32.53
	39,624.00	41,017.60	42,390.40	43,846.40	45,385.60	46,945.60	48,526.40	50,252.80	51,958.40	53,726.40	55,640.00	57,553.60	59,488.00	61,547.20	63,689.60	67,662.40
11	\$20.02	\$20.71	\$21.44	\$22.17	\$22.94	\$23.73	\$24.56	\$25.41	\$26.27	\$27.19	\$28.14	\$29.09	\$30.10	\$31.15	\$32.23	\$34.20
	41,641.60	43,076.80	44,595.20	46,113.60	47,715.20	49,358.40	51,084.80	52,852.80	54,641.60	56,555.20	58,531.20	60,507.20	62,608.00	64,792.00	67,038.40	71,136.00
12	\$20.97	\$21.68	\$22.45	\$23.22	\$24.01	\$24.84	\$25.69	\$26.58	\$27.50	\$28.44	\$29.44	\$30.46	\$31.50	\$32.59	\$33.71	\$35.88
	43,617.60	45,094.40	46,696.00	48,297.60	49,940.80	51,667.20	53,435.20	55,286.40	57,200.00	59,155.20	61,235.20	63,356.80	65,520.00	67,787.20	70,116.80	74,630.40
13	\$22.04	\$22.78	\$23.59	\$24.39	\$25.23	\$26.12	\$27.01	\$27.93	\$28.90	\$29.91	\$30.92	\$31.99	\$33.10	\$34.23	\$35.41	\$37.68
	45,843.20	47,382.40	49,067.20	50,731.20	52,478.40	54,329.60	56,180.80	58,094.40	60,112.00	62,212.80	64,313.60	66,539.20	68,848.00	71,198.40	73,652.80	78,374.40
14	\$23.15	\$23.94	\$24.77	\$25.61	\$26.50	\$27.40	\$28.37	\$29.35	\$30.34	\$31.39	\$32.47	\$33.59	\$34.75	\$35.94	\$37.18	\$39.57
	48,152.00	49,795.20	51,521.60	53,268.80	55,120.00	56,992.00	59,009.60	61,048.00	63,107.20	65,291.20	67,537.60	69,867.20	72,280.00	74,755.20	77,334.40	82,305.60
15	\$24.34	\$25.17	\$26.07	\$26.95	\$27.88	\$28.85	\$29.84	\$30.87	\$31.93	\$33.03	\$34.18	\$35.35	\$36.56	\$37.84	\$39.17	\$41.53
	50,627.20	52,353.60	54,225.60	56,056.00	57,990.40	60,008.00	62,067.20	64,209.60	66,414.40	68,702.40	71,094.40	73,528.00	76,044.80	78,707.20	81,473.60	86,382.40
16	\$25.54	\$26.42	\$27.32	\$28.29	\$29.24	\$30.26	\$31.31	\$32.39	\$33.50	\$34.65	\$35.83	\$37.09	\$38.37	\$39.67	\$41.05	\$43.59
	53,123.20	54,953.60	56,825.60	58,843.20	60,819.20	62,940.80	65,124.80	67,371.20	69,680.00	72,072.00	74,526.40	77,147.20	79,809.60	82,513.60	85,384.00	90,667.20
17	\$26.81	\$27.73	\$28.70	\$29.67	\$30.69	\$31.75	\$32.86	\$33.98	\$35.15	\$36.37	\$37.63	\$38.90	\$40.27	\$41.66	\$43.10	\$45.83
	55,764.80	57,678.40	59,696.00	61,713.60	63,835.20	66,040.00	68,348.80	70,768.40	73,112.00	75,649.60	78,270.40	80,912.00	83,761.60	86,652.80	89,648.00	95,326.40
18	\$28.15	\$29.10	\$30.12	\$31.16	\$32.24	\$33.36	\$34.51	\$35.70	\$36.93	\$38.19	\$39.52	\$40.90	\$42.31	\$43.78	\$45.28	\$48.11
	58,552.00	60,528.00	62,649.60	64,812.80	67,059.20	69,388.80	71,780.80	74,256.00	76,814.40	79,435.20	82,201.60	85,072.00	88,004.80	91,062.40	94,182.40	100,068.80
19	\$29.57	\$30.60	\$31.66	\$32.73	\$33.86	\$35.03	\$36.26	\$37.49	\$38.78	\$40.11	\$41.50	\$42.95	\$44.44	\$45.95	\$47.55	\$50.47
	61,505.60	63,648.00	65,852.80	68,078.40	70,428.80	72,862.40	75,420.80	77,979.20	80,662.40	83,428.80	86,320.00	89,336.00	92,435.20	95,576.00	98,904.00	104,977.60

Grade/Step 80 hrs 16 step table

Jul 2019

26 pay periods

Employees hired on/after 7/1/11

STEP																
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$31.07	\$32.13	\$33.24	\$34.39	\$35.59	\$36.82	\$38.07	\$39.38	\$40.75	\$42.15	\$43.59	\$45.11	\$46.67	\$48.26	\$49.94	\$53.01
	64,625.60	66,830.40	69,139.20	71,531.20	74,027.20	76,585.60	79,185.60	81,910.40	84,760.00	87,672.00	90,667.20	93,828.80	97,073.60	100,380.80	103,875.20	110,260.80
21	\$32.58	\$33.70	\$34.87	\$36.08	\$37.30	\$38.60	\$39.94	\$41.31	\$42.73	\$44.20	\$45.76	\$47.33	\$48.94	\$50.64	\$52.40	\$55.67
	67,766.40	70,096.00	72,529.60	75,046.40	77,584.00	80,288.00	83,075.20	85,924.80	88,878.40	91,936.00	95,180.80	98,446.40	101,795.20	105,331.20	108,992.00	115,793.60
22	\$34.23	\$35.41	\$36.61	\$37.89	\$39.22	\$40.56	\$41.95	\$43.40	\$44.88	\$46.46	\$48.07	\$49.72	\$51.44	\$53.22	\$55.03	\$58.47
	71,198.40	73,652.80	76,148.80	78,811.20	81,577.60	84,364.80	87,256.00	90,272.00	93,350.40	96,636.80	99,985.60	103,417.60	106,995.20	110,697.60	114,462.40	121,617.60
23	\$35.91	\$37.16	\$38.46	\$39.78	\$41.13	\$42.55	\$44.02	\$45.54	\$47.12	\$48.76	\$50.43	\$52.16	\$53.98	\$55.80	\$57.76	\$61.42
	74,692.80	77,292.80	79,996.80	82,742.40	85,550.40	88,504.00	91,561.60	94,723.20	98,009.60	101,420.80	104,894.40	108,492.80	112,278.40	116,064.00	120,140.80	127,753.60
24	\$37.73	\$39.03	\$40.37	\$41.75	\$43.20	\$44.69	\$46.22	\$47.83	\$49.48	\$51.18	\$52.93	\$54.78	\$56.66	\$58.62	\$60.65	\$64.46
	78,478.40	81,182.40	83,969.60	86,840.00	89,856.00	92,955.20	96,137.60	99,486.40	102,918.40	106,454.40	110,094.40	113,942.40	117,852.80	121,929.60	126,152.00	134,076.80
25	\$39.60	\$40.98	\$42.40	\$43.85	\$45.35	\$46.91	\$48.53	\$50.22	\$51.94	\$53.73	\$55.59	\$57.49	\$59.49	\$61.54	\$63.66	\$67.64
	82,368.00	85,238.40	88,192.00	91,208.00	94,328.00	97,572.80	100,942.40	104,457.60	108,035.20	111,758.40	115,627.20	119,579.20	123,739.20	128,003.20	132,412.80	140,691.20
26	\$41.58	\$43.04	\$44.52	\$46.04	\$47.62	\$49.27	\$50.98	\$52.73	\$54.56	\$56.41	\$58.39	\$60.39	\$62.48	\$64.65	\$66.86	\$71.03
	86,486.40	89,523.20	92,601.60	95,763.20	99,049.60	102,481.60	106,038.40	109,768.40	113,484.80	117,332.80	121,451.20	125,611.20	129,958.40	134,472.00	139,068.80	147,742.40
27	\$43.70	\$45.22	\$46.77	\$48.36	\$50.03	\$51.78	\$53.54	\$55.42	\$57.31	\$59.29	\$61.34	\$63.45	\$65.65	\$67.91	\$70.26	\$74.61
	90,896.00	94,057.60	97,281.60	100,588.80	104,062.40	107,702.40	111,363.20	115,273.60	119,204.80	123,323.20	127,587.20	131,976.00	136,552.00	141,252.80	146,140.80	155,188.80
28	\$45.88	\$47.46	\$49.09	\$50.78	\$52.54	\$54.33	\$56.23	\$58.15	\$60.18	\$62.25	\$64.39	\$66.61	\$68.90	\$71.27	\$73.73	\$78.29
	95,430.40	98,716.80	102,107.20	105,622.40	109,283.20	113,006.40	116,958.40	120,952.00	125,174.40	129,480.00	133,931.20	138,548.80	143,312.00	148,241.60	153,358.40	162,843.20
A									\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.42
									38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,713.60
B					\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$27.12
					38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	51,937.60	53,705.60	56,409.60
C	\$18.39	\$19.03	\$19.69	\$20.37	\$21.07	\$21.80	\$22.56	\$23.32	\$24.13	\$24.97	\$25.82	\$26.74	\$27.66	\$28.58	\$29.58	\$31.36
	38,251.20	39,582.40	40,955.20	42,369.60	43,825.60	45,344.00	46,924.80	48,505.60	50,190.40	51,937.60	53,705.60	55,619.20	57,532.80	59,446.40	61,526.40	65,228.80
C+	\$18.99	\$19.63	\$20.31	\$21.00	\$21.71	\$22.48	\$23.24	\$24.04	\$24.87	\$25.72	\$26.62	\$27.55	\$28.48	\$29.48	\$30.50	\$31.93
	39,499.20	40,830.40	42,244.80	43,680.00	45,156.80	46,758.40	48,339.20	50,003.20	51,729.60	53,497.60	55,369.60	57,304.00	59,238.40	61,318.40	63,440.00	66,414.40
D	\$20.23	\$20.92	\$21.64	\$22.39	\$23.17	\$23.96	\$24.79	\$25.64	\$26.52	\$27.44	\$28.39	\$29.37	\$30.36	\$31.41	\$32.49	\$34.62
	42,078.40	43,513.60	45,011.20	46,571.20	48,193.60	49,836.80	51,563.20	53,331.20	55,161.60	57,075.20	59,051.20	61,089.60	63,148.80	65,332.80	67,579.20	72,009.60
E	\$21.36	\$22.09	\$22.84	\$23.64	\$24.45	\$25.31	\$26.17	\$27.07	\$27.99	\$28.98	\$29.97	\$31.00	\$32.05	\$33.16	\$34.30	\$36.32
	44,428.80	45,947.20	47,507.20	49,171.20	50,856.00	52,644.80	54,433.60	56,305.60	58,219.20	60,278.40	62,337.60	64,480.00	66,664.00	68,972.80	71,344.00	75,545.60
F	\$23.45	\$24.26	\$25.09	\$25.97	\$26.86	\$27.78	\$28.75	\$29.75	\$30.77	\$31.85	\$32.95	\$34.09	\$35.25	\$36.46	\$37.74	\$40.11
	48,776.00	50,460.80	52,187.20	54,017.60	55,868.80	57,782.40	59,800.00	61,880.00	64,001.60	66,248.00	68,536.00	70,907.20	73,320.00	75,836.80	78,499.20	83,428.80
G	\$24.64	\$25.49	\$26.34	\$27.26	\$28.23	\$29.17	\$30.18	\$31.22	\$32.31	\$33.43	\$34.58	\$35.76	\$37.00	\$38.28	\$39.58	\$42.06
	51,251.20	53,019.20	54,787.20	56,700.80	58,718.40	60,673.60	62,774.40	64,937.60	67,204.80	69,534.40	71,926.40	74,380.80	76,960.00	79,622.40	82,326.40	87,484.80
H	\$27.15	\$28.05	\$29.05	\$30.04	\$31.08	\$32.15	\$33.25	\$34.40	\$35.60	\$36.83	\$38.09	\$39.39	\$40.76	\$42.16	\$43.60	\$46.38
	56,472.00	58,344.00	60,424.00	62,483.20	64,646.40	66,872.00	69,160.00	71,552.00	74,048.00	76,606.40	79,227.20	81,931.20	84,780.80	87,692.80	90,688.00	96,470.40
I	\$30.27	\$31.32	\$32.40	\$33.51	\$34.66	\$35.84	\$37.10	\$38.38	\$39.69	\$41.06	\$42.48	\$43.94	\$45.45	\$47.00	\$48.64	\$51.78
	62,961.60	65,145.60	67,392.00	69,700.80	72,092.80	74,547.20	77,168.00	79,830.40	82,555.20	85,404.80	88,358.40	91,395.20	94,536.00	97,760.00	101,171.20	107,702.40

Grade/Step 70 hrs 11 Steps

Jan 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.67	\$20.24	\$21.27
									\$33,979.40	\$36,836.80	\$38,711.40
02								\$18.67	\$19.97	\$21.10	\$22.27
								\$33,979.40	\$36,345.40	\$38,402.00	\$40,531.40
03							\$18.67	\$19.97	\$21.10	\$22.27	\$23.48
							\$33,979.40	\$36,345.40	\$38,402.00	\$40,531.40	\$42,733.60
04						\$18.67	\$19.89	\$21.01	\$22.17	\$23.39	\$24.69
						\$33,979.40	\$36,199.80	\$38,238.20	\$40,349.40	\$42,569.80	\$44,935.80
05					\$18.67	\$19.86	\$20.98	\$22.13	\$23.31	\$24.56	\$25.93
					\$33,979.40	\$36,145.20	\$38,183.60	\$40,276.60	\$42,424.20	\$44,699.20	\$47,192.60
06				\$18.67	\$19.71	\$20.83	\$21.89	\$23.14	\$24.39	\$25.76	\$27.19
				\$33,979.40	\$35,872.20	\$37,910.60	\$39,839.80	\$42,114.80	\$44,389.80	\$46,883.20	\$49,485.80
07			\$18.67	\$19.64	\$20.68	\$21.79	\$23.03	\$24.31	\$25.64	\$27.01	\$28.53
			\$33,979.40	\$35,744.80	\$37,637.60	\$39,657.80	\$41,914.60	\$44,244.20	\$46,664.80	\$49,158.20	\$51,924.60
08		\$18.67	\$19.53	\$20.58	\$21.73	\$22.90	\$24.20	\$25.52	\$26.90	\$28.38	\$29.97
		\$33,979.40	\$35,544.60	\$37,455.60	\$39,548.60	\$41,678.00	\$44,044.00	\$46,446.40	\$48,958.00	\$51,651.60	\$54,545.40
09	\$18.67	\$19.40	\$20.48	\$21.66	\$22.85	\$24.09	\$25.38	\$26.80	\$28.23	\$29.83	\$31.42
	\$33,979.40	\$35,308.00	\$37,273.60	\$39,421.20	\$41,587.00	\$43,843.80	\$46,191.60	\$48,776.00	\$51,378.60	\$54,290.60	\$57,184.40
10	\$19.34	\$20.39	\$21.55	\$22.75	\$23.97	\$25.26	\$26.69	\$28.15	\$29.66	\$31.32	\$33.02
	\$35,198.80	\$37,109.80	\$39,221.00	\$41,405.00	\$43,625.40	\$45,973.20	\$48,575.80	\$51,233.00	\$53,981.20	\$57,002.40	\$60,096.40
11	\$20.32	\$21.47	\$22.58	\$23.85	\$25.16	\$26.54	\$28.03	\$29.56	\$31.15	\$32.92	\$34.71
	\$36,982.40	\$39,075.40	\$41,095.60	\$43,407.00	\$45,791.20	\$48,302.80	\$51,014.60	\$53,799.20	\$56,693.00	\$59,914.40	\$63,172.20
12	\$21.28	\$22.47	\$23.71	\$25.05	\$26.45	\$27.85	\$29.41	\$31.04	\$32.73	\$34.54	\$36.42
	\$38,729.60	\$40,895.40	\$43,152.20	\$45,591.00	\$48,139.00	\$50,687.00	\$53,526.20	\$56,492.80	\$59,568.60	\$62,862.80	\$66,284.40
13	\$22.37	\$23.60	\$24.93	\$26.30	\$27.69	\$29.26	\$30.84	\$32.57	\$34.35	\$36.24	\$38.25
	\$40,713.40	\$42,952.00	\$45,372.60	\$47,866.00	\$50,395.80	\$53,253.20	\$56,128.80	\$59,277.40	\$62,517.00	\$65,956.80	\$69,615.00
14	\$23.50	\$24.79	\$26.16	\$27.61	\$29.14	\$30.73	\$32.43	\$34.20	\$36.11	\$38.04	\$40.16
	\$42,770.00	\$45,117.80	\$47,611.20	\$50,250.20	\$53,034.80	\$55,928.60	\$59,022.60	\$62,244.00	\$65,720.20	\$69,232.80	\$73,091.20

Grade/Step 70 hrs 11 Steps

Jan 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$24.71	\$26.02	\$27.49	\$28.96	\$30.58	\$32.27	\$34.03	\$35.87	\$37.87	\$39.95	\$42.15
	\$44,972.20	\$47,356.40	\$50,031.80	\$52,707.20	\$55,655.60	\$58,731.40	\$61,934.60	\$65,283.40	\$68,923.40	\$72,709.00	\$76,713.00
16	\$25.92	\$27.35	\$28.87	\$30.46	\$32.15	\$33.89	\$35.75	\$37.74	\$39.77	\$41.98	\$44.24
	\$47,174.40	\$49,777.00	\$52,543.40	\$55,437.20	\$58,513.00	\$61,679.80	\$65,065.00	\$68,686.80	\$72,381.40	\$76,403.60	\$80,516.80
17	\$27.21	\$28.75	\$30.27	\$31.95	\$33.71	\$35.58	\$37.53	\$39.62	\$41.76	\$44.05	\$46.52
	\$49,522.20	\$52,325.00	\$55,091.40	\$58,149.00	\$61,352.20	\$64,755.60	\$68,304.60	\$72,108.40	\$76,003.20	\$80,171.00	\$84,666.40
18	\$28.57	\$30.14	\$31.78	\$33.54	\$35.42	\$37.38	\$39.45	\$41.57	\$43.87	\$46.23	\$48.83
	\$51,997.40	\$54,854.80	\$57,839.60	\$61,042.80	\$64,464.40	\$68,031.60	\$71,799.00	\$75,657.40	\$79,843.40	\$84,138.60	\$88,870.60
19	\$30.01	\$31.66	\$33.42	\$35.25	\$37.15	\$39.21	\$41.39	\$43.67	\$46.07	\$48.58	\$51.23
	\$54,618.20	\$57,621.20	\$60,824.40	\$64,155.00	\$67,613.00	\$71,362.20	\$75,329.80	\$79,479.40	\$83,847.40	\$88,415.60	\$93,238.60
20	\$31.54	\$33.27	\$35.08	\$37.00	\$39.05	\$41.20	\$43.43	\$45.89	\$48.35	\$51.03	\$53.81
	\$57,402.80	\$60,551.40	\$63,845.60	\$67,340.00	\$71,071.00	\$74,984.00	\$79,042.60	\$83,519.80	\$87,997.00	\$92,874.60	\$97,934.20
21	\$33.07	\$34.91	\$36.85	\$38.88	\$40.97	\$43.25	\$45.55	\$48.13	\$50.76	\$53.53	\$56.51
	\$60,187.40	\$63,536.20	\$67,067.00	\$70,761.60	\$74,565.40	\$78,715.00	\$82,901.00	\$87,596.60	\$92,383.20	\$97,424.60	\$102,848.20
22	\$34.74	\$36.65	\$38.64	\$40.80	\$43.04	\$45.39	\$47.89	\$50.54	\$53.35	\$56.28	\$59.35
	\$63,226.80	\$66,703.00	\$70,324.80	\$74,256.00	\$78,332.80	\$82,609.80	\$87,159.80	\$91,982.80	\$97,097.00	\$102,429.60	\$108,017.00
23	\$36.45	\$38.49	\$40.62	\$42.82	\$45.19	\$47.65	\$50.31	\$53.08	\$55.99	\$59.04	\$62.34
	\$66,339.00	\$70,051.80	\$73,928.40	\$77,932.40	\$82,245.80	\$86,723.00	\$91,564.20	\$96,605.60	\$101,901.80	\$107,452.80	\$113,458.80
24	\$38.30	\$40.38	\$42.63	\$44.94	\$47.47	\$50.05	\$52.79	\$55.70	\$58.76	\$61.97	\$65.43
	\$69,706.00	\$73,491.60	\$77,586.60	\$81,790.80	\$86,395.40	\$91,091.00	\$96,077.80	\$101,374.00	\$106,943.20	\$112,785.40	\$119,082.60
25	\$40.19	\$42.44	\$44.75	\$47.21	\$49.81	\$52.56	\$55.43	\$58.47	\$61.73	\$65.09	\$68.65
	\$73,145.80	\$77,240.80	\$81,445.00	\$85,922.20	\$90,654.20	\$95,659.20	\$100,882.60	\$106,415.40	\$112,348.60	\$118,463.80	\$124,943.00
26	\$42.20	\$44.56	\$46.95	\$49.58	\$52.31	\$55.14	\$58.23	\$61.38	\$64.81	\$68.37	\$72.10
	\$76,804.00	\$81,099.20	\$85,449.00	\$90,235.60	\$95,204.20	\$100,354.80	\$105,978.60	\$111,711.60	\$117,954.20	\$124,433.40	\$131,222.00
27	\$44.36	\$46.76	\$49.32	\$52.05	\$54.93	\$57.91	\$61.17	\$64.46	\$68.10	\$71.80	\$75.73
	\$80,735.20	\$85,103.20	\$89,762.40	\$94,731.00	\$99,972.60	\$105,396.20	\$111,329.40	\$117,317.20	\$123,942.00	\$130,676.00	\$137,828.60
28	\$46.57	\$49.13	\$51.81	\$54.67	\$57.69	\$60.82	\$64.17	\$67.72	\$71.43	\$75.36	\$79.46
	\$84,757.40	\$89,416.60	\$94,294.20	\$99,499.40	\$104,995.80	\$110,692.40	\$116,789.40	\$123,250.40	\$130,002.60	\$137,155.20	\$144,617.20

Grade/Step 70 hrs 16 step table **Jan 2020**

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$18.67	\$19.32	\$19.99	\$21.27
													33,979.40	35,162.40	36,381.80	38,711.40
02											\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.27
											33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,531.40
03										\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$23.48
										33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	42,733.60
04								\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.69
								33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	41,678.00	43,079.40	44,935.80
05							\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.93
							33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	41,678.00	43,079.40	44,571.80	47,192.60
06					\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.19
					33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	41,678.00	43,079.40	44,571.80	46,118.80	47,702.20	49,485.80
07				\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.53
				33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	41,678.00	43,079.40	44,571.80	46,118.80	47,702.20	49,394.80	51,924.60
08			\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.07	\$29.97
			33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	41,678.00	43,079.40	44,571.80	46,118.80	47,702.20	49,394.80	51,087.40	54,545.40
09	\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.07	\$29.01	\$30.02	\$31.42
	33,979.40	35,162.40	36,381.80	37,637.60	38,929.80	40,276.60	41,678.00	43,079.40	44,571.80	46,118.80	47,702.20	49,394.80	51,087.40	52,798.20	54,636.40	57,184.40
10	\$19.34	\$20.02	\$20.69	\$21.40	\$22.15	\$22.91	\$23.68	\$24.52	\$25.35	\$26.22	\$27.15	\$28.09	\$29.03	\$30.03	\$31.08	\$33.02
	35,198.80	36,436.40	37,655.80	38,948.00	40,313.00	41,696.20	43,097.60	44,626.40	46,137.00	47,720.40	49,413.00	51,123.80	52,834.60	54,654.60	56,565.60	60,096.40
11	\$20.32	\$21.02	\$21.76	\$22.50	\$23.28	\$24.09	\$24.93	\$25.79	\$26.66	\$27.60	\$28.56	\$29.53	\$30.55	\$31.62	\$32.71	\$34.71
	36,982.40	38,256.40	39,603.20	40,950.00	42,369.60	43,843.80	45,372.60	46,937.80	48,521.20	50,232.00	51,979.20	53,744.60	55,601.00	57,548.40	59,532.20	63,172.20
12	\$21.28	\$22.01	\$22.79	\$23.57	\$24.37	\$25.21	\$26.08	\$26.98	\$27.91	\$28.87	\$29.88	\$30.92	\$31.97	\$33.08	\$34.22	\$36.42
	38,729.60	40,058.20	41,477.80	42,897.40	44,353.40	45,882.20	47,465.60	49,103.60	50,796.20	52,543.40	54,381.60	56,274.40	58,185.40	60,205.60	62,280.40	66,284.40
13	\$22.37	\$23.12	\$23.94	\$24.76	\$25.61	\$26.51	\$27.42	\$28.35	\$29.33	\$30.36	\$31.38	\$32.47	\$33.60	\$34.74	\$35.94	\$38.25
	40,713.40	42,078.40	43,570.80	45,063.20	46,610.20	48,248.20	49,904.40	51,597.00	53,380.60	55,255.20	57,111.60	59,095.40	61,152.00	63,226.80	65,410.80	69,615.00
14	\$23.50	\$24.30	\$25.14	\$25.99	\$26.90	\$27.81	\$28.80	\$29.79	\$30.80	\$31.86	\$32.96	\$34.09	\$35.27	\$36.48	\$37.74	\$40.16
	42,770.00	44,226.00	45,754.80	47,301.80	48,958.00	50,614.20	52,416.00	54,217.80	56,056.00	57,985.20	59,987.20	62,043.80	64,191.40	66,393.60	68,686.80	73,091.20
15	\$24.71	\$25.55	\$26.46	\$27.35	\$28.30	\$29.28	\$30.29	\$31.33	\$32.41	\$33.53	\$34.69	\$35.88	\$37.11	\$38.41	\$39.76	\$42.15
	44,972.20	46,501.00	48,157.20	49,777.00	51,506.00	53,289.60	55,127.80	57,020.60	58,986.20	61,024.60	63,135.80	65,301.60	67,540.20	69,906.20	72,363.20	76,713.00
16	\$25.92	\$26.82	\$27.73	\$28.71	\$29.68	\$30.71	\$31.78	\$32.88	\$34.00	\$35.17	\$36.37	\$37.65	\$38.95	\$40.27	\$41.67	\$44.24
	47,174.40	48,812.40	50,468.60	52,252.20	54,017.60	55,892.20	57,839.60	59,841.60	61,880.00	64,009.40	66,193.40	68,523.00	70,889.00	73,291.40	75,839.40	80,516.80
17	\$27.21	\$28.15	\$29.13	\$30.12	\$31.15	\$32.23	\$33.35	\$34.49	\$35.68	\$36.92	\$38.19	\$39.48	\$40.87	\$42.28	\$43.75	\$46.52
	49,522.20	51,233.00	53,016.60	54,818.40	56,693.00	58,658.60	60,697.00	62,771.80	64,937.60	67,194.40	69,505.80	71,853.60	74,383.40	76,949.60	79,625.00	84,666.40
18	\$28.57	\$29.54	\$30.57	\$31.63	\$32.72	\$33.86	\$35.03	\$36.24	\$37.48	\$38.76	\$40.11	\$41.51	\$42.94	\$44.44	\$45.96	\$48.83
	51,997.40	53,762.80	55,637.40	57,566.60	59,550.40	61,625.20	63,754.60	65,956.80	68,213.60	70,543.20	73,000.20	75,548.20	78,150.80	80,880.80	83,647.20	88,870.60
19	\$30.01	\$31.06	\$32.13	\$33.22	\$34.37	\$35.56	\$36.80	\$38.05	\$39.36	\$40.71	\$42.12	\$43.59	\$45.11	\$46.64	\$48.26	\$51.23
	54,618.20	56,529.20	58,476.60	60,460.40	62,553.40	64,719.20	66,976.00	69,251.00	71,635.20	74,092.20	76,658.40	79,333.80	82,100.20	84,884.80	87,833.20	93,238.60

Grade/Step 70 hrs 16 step table **Jan 2020**

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$31.54	\$32.61	\$33.74	\$34.91	\$36.12	\$37.37	\$38.64	\$39.97	\$41.36	\$42.78	\$44.24	\$45.79	\$47.37	\$48.98	\$50.69	\$53.81
	57,402.80	59,350.20	61,406.80	63,536.20	65,738.40	68,013.40	70,324.80	72,745.40	75,275.20	77,859.60	80,516.80	83,337.80	86,213.40	89,143.60	92,255.80	97,934.20
21	\$33.07	\$34.21	\$35.39	\$36.62	\$37.86	\$39.18	\$40.54	\$41.93	\$43.37	\$44.86	\$46.45	\$48.04	\$49.67	\$51.40	\$53.19	\$56.51
	60,187.40	62,262.20	64,409.80	66,648.40	68,905.20	71,307.60	73,782.80	76,312.60	78,933.40	81,645.20	84,539.00	87,432.80	90,399.40	93,548.00	96,805.80	102,848.20
22	\$34.74	\$35.94	\$37.16	\$38.46	\$39.81	\$41.17	\$42.58	\$44.05	\$45.55	\$47.16	\$48.79	\$50.47	\$52.21	\$54.02	\$55.86	\$59.35
	63,226.80	65,410.80	67,631.20	69,997.20	72,454.20	74,929.40	77,495.60	80,171.00	82,901.00	85,831.20	88,797.80	91,855.40	95,022.20	98,316.40	101,665.20	108,017.00
23	\$36.45	\$37.72	\$39.04	\$40.38	\$41.75	\$43.19	\$44.68	\$46.22	\$47.83	\$49.49	\$51.19	\$52.94	\$54.79	\$56.64	\$58.63	\$62.34
	66,339.00	68,650.40	71,052.80	73,491.60	75,985.00	78,605.80	81,317.60	84,120.40	87,050.60	90,071.80	93,165.80	96,350.80	99,717.80	103,084.80	106,706.60	113,458.80
24	\$38.30	\$39.62	\$40.98	\$42.38	\$43.85	\$45.36	\$46.91	\$48.55	\$50.22	\$51.95	\$53.72	\$55.60	\$57.51	\$59.50	\$61.56	\$65.43
	69,706.00	72,108.40	74,583.60	77,131.60	79,807.00	82,555.20	85,376.20	88,361.00	91,400.40	94,549.00	97,770.40	101,192.00	104,668.20	108,290.00	112,039.20	119,082.60
25	\$40.19	\$41.59	\$43.04	\$44.51	\$46.03	\$47.61	\$49.26	\$50.97	\$52.72	\$54.54	\$56.42	\$58.35	\$60.38	\$62.46	\$64.61	\$68.65
	73,145.80	75,693.80	78,332.80	81,008.20	83,774.60	86,650.20	89,653.20	92,765.40	95,950.40	99,262.80	102,684.40	106,197.00	109,891.60	113,677.20	117,590.20	124,943.00
26	\$42.20	\$43.69	\$45.19	\$46.73	\$48.33	\$50.01	\$51.74	\$53.52	\$55.38	\$57.26	\$59.27	\$61.30	\$63.42	\$65.62	\$67.86	\$72.10
	76,804.00	79,515.80	82,245.80	85,048.60	87,960.60	91,018.20	94,166.80	97,406.40	100,791.60	104,213.20	107,871.40	111,566.00	115,424.40	119,428.40	123,505.20	131,222.00
27	\$44.36	\$45.90	\$47.47	\$49.09	\$50.78	\$52.56	\$54.34	\$56.25	\$58.17	\$60.18	\$62.26	\$64.40	\$66.63	\$68.93	\$71.31	\$75.73
	80,735.20	83,538.00	86,395.40	89,343.80	92,419.60	95,659.20	98,898.80	102,375.00	105,869.40	109,527.60	113,313.20	117,208.00	121,266.60	125,452.60	129,784.20	137,828.60
28	\$46.57	\$48.17	\$49.83	\$51.54	\$53.33	\$55.14	\$57.07	\$59.02	\$61.08	\$63.18	\$65.36	\$67.61	\$69.93	\$72.34	\$74.84	\$79.46
	84,757.40	87,669.40	90,690.60	93,802.80	97,060.60	100,354.80	103,867.40	107,416.40	111,165.60	114,987.60	118,955.20	123,050.20	127,272.60	131,658.80	136,208.80	144,617.20

Grade/Step 80 hrs 11 Steps Jan 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.67	\$20.24	\$21.27
									\$38,833.60	\$42,099.20	\$44,241.60
02								\$18.67	\$19.97	\$21.10	\$22.27
								\$38,833.60	\$41,537.60	\$43,888.00	\$46,321.60
03							\$18.67	\$19.97	\$21.10	\$22.27	\$23.48
							\$38,833.60	\$41,537.60	\$43,888.00	\$46,321.60	\$48,838.40
04						\$18.67	\$19.89	\$21.01	\$22.17	\$23.39	\$24.69
						\$38,833.60	\$41,371.20	\$43,700.80	\$46,113.60	\$48,651.20	\$51,355.20
05					\$18.67	\$19.86	\$20.98	\$22.13	\$23.31	\$24.56	\$25.93
					\$38,833.60	\$41,308.80	\$43,638.40	\$46,030.40	\$48,484.80	\$51,084.80	\$53,934.40
06				\$18.67	\$19.71	\$20.83	\$21.89	\$23.14	\$24.39	\$25.76	\$27.19
				\$38,833.60	\$40,996.80	\$43,326.40	\$45,531.20	\$48,131.20	\$50,731.20	\$53,580.80	\$56,555.20
07			\$18.67	\$19.64	\$20.68	\$21.79	\$23.03	\$24.31	\$25.64	\$27.01	\$28.53
			\$38,833.60	\$40,851.20	\$43,014.40	\$45,323.20	\$47,902.40	\$50,564.80	\$53,331.20	\$56,180.80	\$59,342.40
08		\$18.67	\$19.53	\$20.58	\$21.73	\$22.90	\$24.20	\$25.52	\$26.90	\$28.38	\$29.97
		\$38,833.60	\$40,622.40	\$42,806.40	\$45,198.40	\$47,632.00	\$50,336.00	\$53,081.60	\$55,952.00	\$59,030.40	\$62,337.60
09	\$18.67	\$19.40	\$20.48	\$21.66	\$22.85	\$24.09	\$25.38	\$26.80	\$28.23	\$29.83	\$31.42
	\$38,833.60	\$40,352.00	\$42,598.40	\$45,052.80	\$47,528.00	\$50,107.20	\$52,790.40	\$55,744.00	\$58,718.40	\$62,046.40	\$65,353.60
10	\$19.34	\$20.39	\$21.55	\$22.75	\$23.97	\$25.26	\$26.69	\$28.15	\$29.66	\$31.32	\$33.02
	\$40,227.20	\$42,411.20	\$44,824.00	\$47,320.00	\$49,857.60	\$52,540.80	\$55,515.20	\$58,552.00	\$61,692.80	\$65,145.60	\$68,681.60
11	\$20.32	\$21.47	\$22.58	\$23.85	\$25.16	\$26.54	\$28.03	\$29.56	\$31.15	\$32.92	\$34.71
	\$42,265.60	\$44,657.60	\$46,966.40	\$49,608.00	\$52,332.80	\$55,203.20	\$58,302.40	\$61,484.80	\$64,792.00	\$68,473.60	\$72,196.80
12	\$21.28	\$22.47	\$23.71	\$25.05	\$26.45	\$27.85	\$29.41	\$31.04	\$32.73	\$34.54	\$36.42
	\$44,262.40	\$46,737.60	\$49,316.80	\$52,104.00	\$55,016.00	\$57,928.00	\$61,172.80	\$64,563.20	\$68,078.40	\$71,843.20	\$75,753.60
13	\$22.37	\$23.60	\$24.93	\$26.30	\$27.69	\$29.26	\$30.84	\$32.57	\$34.35	\$36.24	\$38.25
	\$46,529.60	\$49,088.00	\$51,854.40	\$54,704.00	\$57,595.20	\$60,860.80	\$64,147.20	\$67,745.60	\$71,448.00	\$75,379.20	\$79,560.00
14	\$23.50	\$24.79	\$26.16	\$27.61	\$29.14	\$30.73	\$32.43	\$34.20	\$36.11	\$38.04	\$40.16
	\$48,880.00	\$51,563.20	\$54,412.80	\$57,428.80	\$60,611.20	\$63,918.40	\$67,454.40	\$71,136.00	\$75,108.80	\$79,123.20	\$83,532.80

Grade/Step 80 hrs 11 Steps Jan 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$24.71	\$26.02	\$27.49	\$28.96	\$30.58	\$32.27	\$34.03	\$35.87	\$37.87	\$39.95	\$42.15
	\$51,396.80	\$54,121.60	\$57,179.20	\$60,236.80	\$63,606.40	\$67,121.60	\$70,782.40	\$74,609.60	\$78,769.60	\$83,096.00	\$87,672.00
16	\$25.92	\$27.35	\$28.87	\$30.46	\$32.15	\$33.89	\$35.75	\$37.74	\$39.77	\$41.98	\$44.24
	\$53,913.60	\$56,888.00	\$60,049.60	\$63,356.80	\$66,872.00	\$70,491.20	\$74,360.00	\$78,499.20	\$82,721.60	\$87,318.40	\$92,019.20
17	\$27.21	\$28.75	\$30.27	\$31.95	\$33.71	\$35.58	\$37.53	\$39.62	\$41.76	\$44.05	\$46.52
	\$56,596.80	\$59,800.00	\$62,961.60	\$66,456.00	\$70,116.80	\$74,006.40	\$78,062.40	\$82,409.60	\$86,860.80	\$91,624.00	\$96,761.60
18	\$28.57	\$30.14	\$31.78	\$33.54	\$35.42	\$37.38	\$39.45	\$41.57	\$43.87	\$46.23	\$48.83
	\$59,425.60	\$62,691.20	\$66,102.40	\$69,763.20	\$73,673.60	\$77,750.40	\$82,056.00	\$86,465.60	\$91,249.60	\$96,158.40	\$101,566.40
19	\$30.01	\$31.66	\$33.42	\$35.25	\$37.15	\$39.21	\$41.39	\$43.67	\$46.07	\$48.58	\$51.23
	\$62,420.80	\$65,852.80	\$69,513.60	\$73,320.00	\$77,272.00	\$81,556.80	\$86,091.20	\$90,833.60	\$95,825.60	\$101,046.40	\$106,558.40
20	\$31.54	\$33.27	\$35.08	\$37.00	\$39.05	\$41.20	\$43.43	\$45.89	\$48.35	\$51.03	\$53.81
	\$65,603.20	\$69,201.60	\$72,966.40	\$76,960.00	\$81,224.00	\$85,696.00	\$90,334.40	\$95,451.20	\$100,568.00	\$106,142.40	\$111,924.80
21	\$33.07	\$34.91	\$36.85	\$38.88	\$40.97	\$43.25	\$45.55	\$48.13	\$50.76	\$53.53	\$56.51
	\$68,785.60	\$72,612.80	\$76,648.00	\$80,870.40	\$85,217.60	\$89,960.00	\$94,744.00	\$100,110.40	\$105,580.80	\$111,342.40	\$117,540.80
22	\$34.74	\$36.65	\$38.64	\$40.80	\$43.04	\$45.39	\$47.89	\$50.54	\$53.35	\$56.28	\$59.35
	\$72,259.20	\$76,232.00	\$80,371.20	\$84,864.00	\$89,523.20	\$94,411.20	\$99,611.20	\$105,123.20	\$110,968.00	\$117,062.40	\$123,448.00
23	\$36.45	\$38.49	\$40.62	\$42.82	\$45.19	\$47.65	\$50.31	\$53.08	\$55.99	\$59.04	\$62.34
	\$75,816.00	\$80,059.20	\$84,489.60	\$89,065.60	\$93,995.20	\$99,112.00	\$104,644.80	\$110,406.40	\$116,459.20	\$122,803.20	\$129,667.20
24	\$38.30	\$40.38	\$42.63	\$44.94	\$47.47	\$50.05	\$52.79	\$55.70	\$58.76	\$61.97	\$65.43
	\$79,664.00	\$83,990.40	\$88,670.40	\$93,475.20	\$98,737.60	\$104,104.00	\$109,803.20	\$115,856.00	\$122,220.80	\$128,897.60	\$136,094.40
25	\$40.19	\$42.44	\$44.75	\$47.21	\$49.81	\$52.56	\$55.43	\$58.47	\$61.73	\$65.09	\$68.65
	\$83,595.20	\$88,275.20	\$93,080.00	\$98,196.80	\$103,604.80	\$109,324.80	\$115,294.40	\$121,617.60	\$128,398.40	\$135,387.20	\$142,792.00
26	\$42.20	\$44.56	\$46.95	\$49.58	\$52.31	\$55.14	\$58.23	\$61.38	\$64.81	\$68.37	\$72.10
	\$87,776.00	\$92,684.80	\$97,656.00	\$103,126.40	\$108,804.80	\$114,691.20	\$121,118.40	\$127,670.40	\$134,804.80	\$142,209.60	\$149,968.00
27	\$44.36	\$46.76	\$49.32	\$52.05	\$54.93	\$57.91	\$61.17	\$64.46	\$68.10	\$71.80	\$75.73
	\$92,268.80	\$97,260.80	\$102,585.60	\$108,264.00	\$114,254.40	\$120,452.80	\$127,233.60	\$134,076.80	\$141,648.00	\$149,344.00	\$157,518.40
28	\$46.57	\$49.13	\$51.81	\$54.67	\$57.69	\$60.82	\$64.17	\$67.72	\$71.43	\$75.36	\$79.46
	\$96,865.60	\$102,190.40	\$107,764.80	\$113,713.60	\$119,995.20	\$126,505.60	\$133,473.60	\$140,857.60	\$148,574.40	\$156,748.80	\$165,276.80

Grade/Step 80 hrs 11 Steps Jan 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$18.67	\$19.25	\$20.28	\$21.28	\$22.57	\$23.77
						\$38,833.60	\$40,040.00	\$42,182.40	\$44,262.40	\$46,945.60	\$49,441.60
B				\$18.67	\$20.02	\$21.12	\$22.27	\$23.49	\$24.74	\$26.08	\$27.53
				\$38,833.60	\$41,641.60	\$43,929.60	\$46,321.60	\$48,859.20	\$51,459.20	\$54,246.40	\$57,262.40
C	\$18.67	\$19.71	\$20.71	\$21.83	\$23.10	\$24.37	\$25.73	\$27.14	\$28.66	\$30.20	\$31.83
	\$38,833.60	\$40,996.80	\$43,076.80	\$45,406.40	\$48,048.00	\$50,689.60	\$53,518.40	\$56,451.20	\$59,612.80	\$62,816.00	\$66,206.40
C+	\$19.27	\$20.30	\$21.27	\$22.43	\$23.67	\$24.97	\$26.31	\$27.66	\$29.24	\$30.76	\$32.41
	\$40,081.60	\$42,224.00	\$44,241.60	\$46,654.40	\$49,233.60	\$51,937.60	\$54,724.80	\$57,532.80	\$60,819.20	\$63,980.80	\$67,412.80
D	\$20.53	\$21.73	\$22.88	\$24.19	\$25.52	\$26.91	\$28.36	\$29.96	\$31.62	\$33.37	\$35.14
	\$42,702.40	\$45,198.40	\$47,590.40	\$50,315.20	\$53,081.60	\$55,972.80	\$58,988.80	\$62,316.80	\$65,769.60	\$69,409.60	\$73,091.20
E	\$21.68	\$22.83	\$24.07	\$25.35	\$26.70	\$28.17	\$29.88	\$31.40	\$33.19	\$34.91	\$36.86
	\$45,094.40	\$47,486.40	\$50,065.60	\$52,728.00	\$55,536.00	\$58,593.60	\$62,150.40	\$65,312.00	\$69,035.20	\$72,612.80	\$76,668.80
F	\$23.80	\$25.13	\$26.47	\$27.95	\$29.45	\$31.04	\$32.87	\$34.73	\$36.58	\$38.57	\$40.71
	\$49,504.00	\$52,270.40	\$55,057.60	\$58,136.00	\$61,256.00	\$64,563.20	\$68,369.60	\$72,238.40	\$76,086.40	\$80,225.60	\$84,676.80
G	\$25.01	\$26.39	\$27.85	\$29.35	\$30.92	\$32.72	\$34.57	\$36.37	\$38.41	\$40.45	\$42.69
	\$52,020.80	\$54,891.20	\$57,928.00	\$61,048.00	\$64,313.60	\$68,057.60	\$71,905.60	\$75,649.60	\$79,892.80	\$84,136.00	\$88,795.20
H	\$27.56	\$29.01	\$30.72	\$32.36	\$34.09	\$36.10	\$37.96	\$40.11	\$42.28	\$44.63	\$47.08
	\$57,324.80	\$60,340.80	\$63,897.60	\$67,308.80	\$70,907.20	\$75,088.00	\$78,956.80	\$83,428.80	\$87,942.40	\$92,830.40	\$97,926.40
I	\$30.72	\$32.30	\$34.09	\$36.10	\$37.96	\$40.11	\$42.28	\$44.63	\$47.08	\$49.70	\$52.56
	\$63,897.60	\$67,184.00	\$70,907.20	\$75,088.00	\$78,956.80	\$83,428.80	\$87,942.40	\$92,830.40	\$97,926.40	\$103,376.00	\$109,324.80

Grade/Step 80 hrs 16 step table

Jan 2020

26 pay periods

Employees hired on/after 7/1/11

		STEP															
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
01													\$18.67	\$19.32	\$19.99	\$21.27	
													38,833.60	40,185.60	41,579.20	44,241.60	
02											\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.27	
											38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,321.60	
03										\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$23.48	
										38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	48,838.40	
04								\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.69	
								38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	51,355.20	
05							\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.93	
							38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	53,934.40	
06					\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.19	
					38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	52,707.20	54,516.80	56,555.20	
07				\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.53	
				38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	52,707.20	54,516.80	56,451.20	59,342.40	
08			\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.07	\$29.97	
			38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	52,707.20	54,516.80	56,451.20	58,385.60	62,337.60	
09	\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.07	\$29.01	\$30.02	\$31.42	
	38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	52,707.20	54,516.80	56,451.20	58,385.60	60,340.80	62,441.60	65,353.60	
10	\$19.34	\$20.02	\$20.69	\$21.40	\$22.15	\$22.91	\$23.68	\$24.52	\$25.35	\$26.22	\$27.15	\$28.09	\$29.03	\$30.03	\$31.08	\$33.02	
	40,227.20	41,641.60	43,035.20	44,512.00	46,072.00	47,652.80	49,254.40	51,001.60	52,728.00	54,537.60	56,472.00	58,427.20	60,382.40	62,462.40	64,646.40	68,681.60	
11	\$20.32	\$21.02	\$21.76	\$22.50	\$23.28	\$24.09	\$24.93	\$25.79	\$26.66	\$27.60	\$28.56	\$29.53	\$30.55	\$31.62	\$32.71	\$34.71	
	42,265.60	43,721.60	45,260.80	46,800.00	48,422.40	50,107.20	51,854.40	53,643.20	55,452.80	57,408.00	59,404.80	61,422.40	63,544.00	65,769.60	68,036.80	72,196.80	
12	\$21.28	\$22.01	\$22.79	\$23.57	\$24.37	\$25.21	\$26.08	\$26.98	\$27.91	\$28.87	\$29.88	\$30.92	\$31.97	\$33.08	\$34.22	\$36.42	
	44,262.40	45,780.80	47,403.20	49,025.60	50,689.60	52,436.80	54,246.40	56,118.40	58,052.80	60,049.60	62,150.40	64,313.60	66,497.60	68,806.40	71,177.60	75,753.60	
13	\$22.37	\$23.12	\$23.94	\$24.76	\$25.61	\$26.51	\$27.42	\$28.35	\$29.33	\$30.36	\$31.38	\$32.47	\$33.60	\$34.74	\$35.94	\$38.25	
	46,529.60	48,089.60	49,795.20	51,500.80	53,268.80	55,140.80	57,033.60	58,968.00	61,006.40	63,148.80	65,270.40	67,537.60	69,888.00	72,259.20	74,755.20	79,560.00	
14	\$23.50	\$24.30	\$25.14	\$25.99	\$26.90	\$27.81	\$28.80	\$29.79	\$30.80	\$31.86	\$32.96	\$34.09	\$35.27	\$36.48	\$37.74	\$40.16	
	48,880.00	50,544.00	52,291.20	54,059.20	55,952.00	57,844.80	59,904.00	61,963.20	64,064.00	66,268.80	68,556.80	70,907.20	73,361.60	75,878.40	78,499.20	83,532.80	
15	\$24.71	\$25.55	\$26.46	\$27.35	\$28.30	\$29.28	\$30.29	\$31.33	\$32.41	\$33.53	\$34.69	\$35.88	\$37.11	\$38.41	\$39.76	\$42.15	
	51,396.80	53,144.00	55,036.80	56,888.00	58,864.00	60,902.40	63,003.20	65,166.40	67,412.80	69,742.40	72,155.20	74,630.40	77,188.80	79,892.80	82,700.80	87,672.00	
16	\$25.92	\$26.82	\$27.73	\$28.71	\$29.68	\$30.71	\$31.78	\$32.88	\$34.00	\$35.17	\$36.37	\$37.65	\$38.95	\$40.27	\$41.67	\$44.24	
	53,913.60	55,785.60	57,678.40	59,716.80	61,734.40	63,876.80	66,102.40	68,390.40	70,720.00	73,153.60	75,649.60	78,312.00	81,016.00	83,761.60	86,673.60	92,019.20	
17	\$27.21	\$28.15	\$29.13	\$30.12	\$31.15	\$32.23	\$33.35	\$34.49	\$35.68	\$36.92	\$38.19	\$39.48	\$40.87	\$42.28	\$43.75	\$46.52	
	56,596.80	58,552.00	60,590.40	62,649.60	64,792.00	67,038.40	69,368.00	71,739.20	74,214.40	76,793.60	79,435.20	82,118.40	85,009.60	87,942.40	91,000.00	96,761.60	
18	\$28.57	\$29.54	\$30.57	\$31.63	\$32.72	\$33.86	\$35.03	\$36.24	\$37.48	\$38.76	\$40.11	\$41.51	\$42.94	\$44.44	\$45.96	\$48.83	
	59,425.60	61,443.20	63,585.60	65,790.40	68,057.60	70,428.80	72,862.40	75,379.20	77,958.40	80,620.80	83,428.80	86,340.80	89,315.20	92,435.20	95,596.80	101,566.40	
19	\$30.01	\$31.06	\$32.13	\$33.22	\$34.37	\$35.56	\$36.80	\$38.05	\$39.36	\$40.71	\$42.12	\$43.59	\$45.11	\$46.64	\$48.26	\$51.23	
	62,420.80	64,604.80	66,830.40	69,097.60	71,489.60	73,964.80	76,544.00	79,144.00	81,868.80	84,676.80	87,609.60	90,667.20	93,828.80	97,011.20	100,380.80	106,558.40	

Grade/Step 80 hrs 16 step table

Jan 2020

26 pay periods

Employees hired on/after 7/1/11

		STEP															
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
20	\$31.54	\$32.61	\$33.74	\$34.91	\$36.12	\$37.37	\$38.64	\$39.97	\$41.36	\$42.78	\$44.24	\$45.79	\$47.37	\$48.98	\$50.69	\$53.81	
	65,603.20	67,828.80	70,179.20	72,612.80	75,129.60	77,729.60	80,371.20	83,137.60	86,028.80	88,982.40	92,019.20	95,243.20	98,529.60	101,878.40	105,435.20	111,924.80	
21	\$33.07	\$34.21	\$35.39	\$36.62	\$37.86	\$39.18	\$40.54	\$41.93	\$43.37	\$44.86	\$46.45	\$48.04	\$49.67	\$51.40	\$53.19	\$56.51	
	68,785.60	71,156.80	73,611.20	76,169.60	78,748.80	81,494.40	84,323.20	87,214.40	90,209.60	93,308.80	96,616.00	99,923.20	103,313.60	106,912.00	110,635.20	117,540.80	
22	\$34.74	\$35.94	\$37.16	\$38.46	\$39.81	\$41.17	\$42.58	\$44.05	\$45.55	\$47.16	\$48.79	\$50.47	\$52.21	\$54.02	\$55.86	\$59.35	
	72,259.20	74,755.20	77,292.80	79,996.80	82,804.80	85,633.60	88,566.40	91,624.00	94,744.00	98,092.80	101,483.20	104,977.60	108,596.80	112,361.60	116,188.80	123,448.00	
23	\$36.45	\$37.72	\$39.04	\$40.38	\$41.75	\$43.19	\$44.68	\$46.22	\$47.83	\$49.49	\$51.19	\$52.94	\$54.79	\$56.64	\$58.63	\$62.34	
	75,816.00	78,457.60	81,203.20	83,990.40	86,840.00	89,835.20	92,934.40	96,137.60	99,486.40	102,939.20	106,475.20	110,115.20	113,963.20	117,811.20	121,950.40	129,667.20	
24	\$38.30	\$39.62	\$40.98	\$42.38	\$43.85	\$45.36	\$46.91	\$48.55	\$50.22	\$51.95	\$53.72	\$55.60	\$57.51	\$59.50	\$61.56	\$65.43	
	79,664.00	82,409.60	85,238.40	88,150.40	91,208.00	94,348.80	97,572.80	100,984.00	104,457.60	108,056.00	111,737.60	115,648.00	119,620.80	123,760.00	128,044.80	136,094.40	
25	\$40.19	\$41.59	\$43.04	\$44.51	\$46.03	\$47.61	\$49.26	\$50.97	\$52.72	\$54.54	\$56.42	\$58.35	\$60.38	\$62.46	\$64.61	\$68.65	
	83,595.20	86,507.20	89,523.20	92,580.80	95,742.40	99,028.80	102,460.80	106,017.60	109,657.60	113,443.20	117,353.60	121,368.00	125,590.40	129,916.80	134,388.80	142,792.00	
26	\$42.20	\$43.69	\$45.19	\$46.73	\$48.33	\$50.01	\$51.74	\$53.52	\$55.38	\$57.26	\$59.27	\$61.30	\$63.42	\$65.62	\$67.86	\$72.10	
	87,776.00	90,875.20	93,995.20	97,198.40	100,526.40	104,020.80	107,619.20	111,321.60	115,190.40	119,100.80	123,281.60	127,504.00	131,913.60	136,489.60	141,148.80	149,968.00	
27	\$44.36	\$45.90	\$47.47	\$49.09	\$50.78	\$52.56	\$54.34	\$56.25	\$58.17	\$60.18	\$62.26	\$64.40	\$66.63	\$68.93	\$71.31	\$75.73	
	92,268.80	95,472.00	98,737.60	102,107.20	105,622.40	109,324.80	113,027.20	117,000.00	120,993.60	125,174.40	129,500.80	133,952.00	138,590.40	143,374.40	148,324.80	157,518.40	
28	\$46.57	\$48.17	\$49.83	\$51.54	\$53.33	\$55.14	\$57.07	\$59.02	\$61.08	\$63.18	\$65.36	\$67.61	\$69.93	\$72.34	\$74.84	\$79.46	
	96,865.60	100,193.60	103,646.40	107,203.20	110,926.40	114,691.20	118,705.60	122,761.60	127,046.40	131,414.40	135,948.80	140,628.80	145,454.40	150,467.20	155,667.20	165,276.80	
A									\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.77	
									38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,441.60	
B					\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.53	
					38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	52,707.20	54,516.80	57,262.40	
C	\$18.67	\$19.32	\$19.99	\$20.68	\$21.39	\$22.13	\$22.90	\$23.67	\$24.49	\$25.34	\$26.21	\$27.14	\$28.07	\$29.01	\$30.02	\$31.83	
	38,833.60	40,185.60	41,579.20	43,014.40	44,491.20	46,030.40	47,632.00	49,233.60	50,939.20	52,707.20	54,516.80	56,451.20	58,385.60	60,340.80	62,441.60	66,206.40	
C+	\$19.27	\$19.92	\$20.61	\$21.32	\$22.04	\$22.82	\$23.59	\$24.40	\$25.24	\$26.11	\$27.02	\$27.96	\$28.91	\$29.92	\$30.96	\$32.41	
	40,081.60	41,433.60	42,868.80	44,345.60	45,843.20	47,465.60	49,067.20	50,752.00	52,499.20	54,308.80	56,201.60	58,156.80	60,132.80	62,233.60	64,396.80	67,412.80	
D	\$20.53	\$21.23	\$21.96	\$22.73	\$23.52	\$24.32	\$25.16	\$26.02	\$26.92	\$27.85	\$28.82	\$29.81	\$30.82	\$31.88	\$32.98	\$35.14	
	42,702.40	44,158.40	45,676.80	47,278.40	48,921.60	50,585.60	52,332.80	54,121.60	55,993.60	57,928.00	59,945.60	62,004.80	64,105.60	66,310.40	68,598.40	73,091.20	
E	\$21.68	\$22.42	\$23.18	\$23.99	\$24.82	\$25.69	\$26.56	\$27.48	\$28.41	\$29.41	\$30.42	\$31.46	\$32.53	\$33.66	\$34.81	\$36.86	
	45,094.40	46,633.60	48,214.40	49,899.20	51,625.60	53,435.20	55,244.80	57,158.40	59,092.80	61,172.80	63,273.60	65,436.80	67,662.40	70,012.80	72,404.80	76,668.80	
F	\$23.80	\$24.62	\$25.47	\$26.36	\$27.26	\$28.20	\$29.18	\$30.20	\$31.23	\$32.33	\$33.44	\$34.60	\$35.78	\$37.01	\$38.31	\$40.71	
	49,504.00	51,209.60	52,977.60	54,828.80	56,700.80	58,656.00	60,694.40	62,816.00	64,958.40	67,246.40	69,555.20	71,968.00	74,422.40	76,980.80	79,684.80	84,676.80	
G	\$25.01	\$25.87	\$26.74	\$27.67	\$28.65	\$29.61	\$30.63	\$31.69	\$32.79	\$33.93	\$35.10	\$36.30	\$37.56	\$38.85	\$40.17	\$42.69	
	52,020.80	53,809.60	55,619.20	57,553.60	59,592.00	61,588.80	63,710.40	65,915.20	68,203.20	70,574.40	73,008.00	75,504.00	78,124.80	80,808.00	83,553.60	88,795.20	
H	\$27.56	\$28.47	\$29.49	\$30.49	\$31.55	\$32.63	\$33.75	\$34.92	\$36.13	\$37.38	\$38.66	\$39.98	\$41.37	\$42.79	\$44.25	\$47.08	
	57,324.80	59,217.60	61,339.20	63,419.20	65,624.00	67,870.40	70,200.00	72,633.60	75,150.40	77,750.40	80,412.80	83,158.40	86,049.60	89,003.20	92,040.00	97,926.40	
I	\$30.72	\$31.79	\$32.89	\$34.01	\$35.18	\$36.38	\$37.66	\$38.96	\$40.29	\$41.68	\$43.12	\$44.60	\$46.13	\$47.70	\$49.37	\$52.56	
	63,897.60	66,123.20	68,411.20	70,740.80	73,174.40	75,670.40	78,332.80	81,036.80	83,803.20	86,694.40	89,689.60	92,768.00	95,950.40	99,216.00	102,689.60	109,324.80	

Grade/Step 70 hrs 11 Steps

Jul 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.95	\$20.54	\$21.59
									\$34,489.00	\$37,382.80	\$39,293.80
02								\$18.95	\$20.27	\$21.42	\$22.60
								\$34,489.00	\$36,891.40	\$38,984.40	\$41,132.00
03							\$18.95	\$20.27	\$21.42	\$22.60	\$23.83
							\$34,489.00	\$36,891.40	\$38,984.40	\$41,132.00	\$43,370.60
04						\$18.95	\$20.19	\$21.33	\$22.50	\$23.74	\$25.06
						\$34,489.00	\$36,745.80	\$38,820.60	\$40,950.00	\$43,206.80	\$45,609.20
05					\$18.95	\$20.16	\$21.29	\$22.46	\$23.66	\$24.93	\$26.32
					\$34,489.00	\$36,691.20	\$38,747.80	\$40,877.20	\$43,061.20	\$45,372.60	\$47,902.40
06			\$18.95	\$20.01	\$21.14	\$22.22	\$23.49	\$24.76	\$26.15	\$27.60	\$29.15
			\$34,489.00	\$36,418.20	\$38,474.80	\$40,440.40	\$42,751.80	\$45,063.20	\$47,593.00	\$50,232.00	\$53,044.00
07		\$18.95	\$19.93	\$20.99	\$22.12	\$23.38	\$24.67	\$26.02	\$27.42	\$28.96	\$30.60
		\$34,489.00	\$36,272.60	\$38,201.80	\$40,258.40	\$42,551.60	\$44,899.40	\$47,356.40	\$49,904.40	\$52,707.20	\$55,754.00
08	\$18.95	\$19.82	\$20.89	\$22.06	\$23.24	\$24.56	\$25.90	\$27.30	\$28.81	\$30.42	\$32.14
	\$34,489.00	\$36,072.40	\$38,019.80	\$40,149.20	\$42,296.80	\$44,699.20	\$47,138.00	\$49,686.00	\$52,434.20	\$55,364.40	\$58,384.00
09	\$18.95	\$19.69	\$20.79	\$21.98	\$23.19	\$24.45	\$25.76	\$27.20	\$28.65	\$30.28	\$32.00
	\$34,489.00	\$35,835.80	\$37,837.80	\$40,003.60	\$42,205.80	\$44,499.00	\$46,883.20	\$49,504.00	\$52,143.00	\$55,109.60	\$58,039.80
10	\$19.63	\$20.70	\$21.87	\$23.09	\$24.33	\$25.64	\$27.09	\$28.57	\$30.10	\$31.79	\$33.52
	\$35,726.60	\$37,674.00	\$39,803.40	\$42,023.80	\$44,280.60	\$46,664.80	\$49,303.80	\$51,997.40	\$54,782.00	\$57,857.80	\$61,006.40
11	\$20.62	\$21.79	\$22.92	\$24.21	\$25.54	\$26.94	\$28.45	\$30.00	\$31.62	\$33.41	\$35.23
	\$37,528.40	\$39,657.80	\$41,714.40	\$44,062.20	\$46,482.80	\$49,030.80	\$51,779.00	\$54,600.00	\$57,548.40	\$60,806.20	\$64,118.60
12	\$21.60	\$22.81	\$24.07	\$25.43	\$26.85	\$28.27	\$29.85	\$31.51	\$33.22	\$35.06	\$36.97
	\$39,312.00	\$41,514.20	\$43,807.40	\$46,282.60	\$48,867.00	\$51,451.40	\$54,327.00	\$57,348.20	\$60,460.40	\$63,809.20	\$67,285.40
13	\$22.71	\$23.95	\$25.30	\$26.69	\$28.11	\$29.70	\$31.30	\$33.06	\$34.87	\$36.78	\$38.82
	\$41,332.20	\$43,589.00	\$46,046.00	\$48,575.80	\$51,160.20	\$54,054.00	\$56,966.00	\$60,169.20	\$63,463.40	\$66,939.60	\$70,652.40
14	\$23.85	\$25.16	\$26.55	\$28.02	\$29.58	\$31.19	\$32.92	\$34.71	\$36.65	\$38.61	\$40.76
	\$43,407.00	\$45,791.20	\$48,321.00	\$50,996.40	\$53,835.60	\$56,765.80	\$59,914.40	\$63,172.20	\$66,703.00	\$70,270.20	\$74,183.20

Grade/Step 70 hrs 11 Steps

Jul 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$25.08	\$26.41	\$27.90	\$29.39	\$31.04	\$32.75	\$34.54	\$36.41	\$38.44	\$40.55	\$42.78
	\$45,645.60	\$48,066.20	\$50,778.00	\$53,489.80	\$56,492.80	\$59,605.00	\$62,862.80	\$66,266.20	\$69,960.80	\$73,801.00	\$77,859.60
16	\$26.31	\$27.76	\$29.30	\$30.92	\$32.63	\$34.40	\$36.29	\$38.31	\$40.37	\$42.61	\$44.90
	\$47,884.20	\$50,523.20	\$53,326.00	\$56,274.40	\$59,386.60	\$62,608.00	\$66,047.80	\$69,724.20	\$73,473.40	\$77,550.20	\$81,718.00
17	\$27.62	\$29.18	\$30.72	\$32.43	\$34.22	\$36.11	\$38.09	\$40.21	\$42.39	\$44.71	\$47.22
	\$50,268.40	\$53,107.60	\$55,910.40	\$59,022.60	\$62,280.40	\$65,720.20	\$69,323.80	\$73,182.20	\$77,149.80	\$81,372.20	\$85,940.40
18	\$29.00	\$30.59	\$32.26	\$34.04	\$35.95	\$37.94	\$40.04	\$42.19	\$44.53	\$46.92	\$49.56
	\$52,780.00	\$55,673.80	\$58,713.20	\$61,952.80	\$65,429.00	\$69,050.80	\$72,872.80	\$76,785.80	\$81,044.60	\$85,394.40	\$90,199.20
19	\$30.46	\$32.13	\$33.92	\$35.78	\$37.71	\$39.80	\$42.01	\$44.33	\$46.76	\$49.31	\$52.00
	\$55,437.20	\$58,476.60	\$61,734.40	\$65,119.60	\$68,632.20	\$72,436.00	\$76,458.20	\$80,680.60	\$85,103.20	\$89,744.20	\$94,640.00
20	\$32.01	\$33.77	\$35.61	\$37.56	\$39.64	\$41.82	\$44.08	\$46.58	\$49.08	\$51.80	\$54.62
	\$58,258.20	\$61,461.40	\$64,810.20	\$68,359.20	\$72,144.80	\$76,112.40	\$80,225.60	\$84,775.60	\$89,325.60	\$94,276.00	\$99,408.40
21	\$33.57	\$35.43	\$37.40	\$39.46	\$41.58	\$43.90	\$46.23	\$48.85	\$51.52	\$54.33	\$57.36
	\$61,097.40	\$64,482.60	\$68,068.00	\$71,817.20	\$75,675.60	\$79,898.00	\$84,138.60	\$88,907.00	\$93,766.40	\$98,880.60	\$104,395.20
22	\$35.26	\$37.20	\$39.22	\$41.41	\$43.69	\$46.07	\$48.61	\$51.30	\$54.15	\$57.12	\$60.24
	\$64,173.20	\$67,704.00	\$71,380.40	\$75,366.20	\$79,515.80	\$83,847.40	\$88,470.20	\$93,366.00	\$98,553.00	\$103,958.40	\$109,636.80
23	\$37.00	\$39.07	\$41.23	\$43.46	\$45.87	\$48.36	\$51.06	\$53.88	\$56.83	\$59.93	\$63.28
	\$67,340.00	\$71,107.40	\$75,038.60	\$79,097.20	\$83,483.40	\$88,015.20	\$92,929.20	\$98,061.60	\$103,430.60	\$109,072.60	\$115,169.60
24	\$38.87	\$40.99	\$43.27	\$45.61	\$48.18	\$50.80	\$53.58	\$56.54	\$59.64	\$62.90	\$66.41
	\$70,743.40	\$74,601.80	\$78,751.40	\$83,010.20	\$87,687.60	\$92,456.00	\$97,515.60	\$102,902.80	\$108,544.80	\$114,478.00	\$120,866.20
25	\$40.79	\$43.08	\$45.42	\$47.92	\$50.56	\$53.35	\$56.26	\$59.35	\$62.66	\$66.07	\$69.68
	\$74,237.80	\$78,405.60	\$82,664.40	\$87,214.40	\$92,019.20	\$97,097.00	\$102,393.20	\$108,017.00	\$114,041.20	\$120,247.40	\$126,817.60
26	\$42.83	\$45.23	\$47.65	\$50.32	\$53.09	\$55.97	\$59.10	\$62.30	\$65.78	\$69.40	\$73.18
	\$77,950.60	\$82,318.60	\$86,723.00	\$91,582.40	\$96,623.80	\$101,865.40	\$107,562.00	\$113,386.00	\$119,719.60	\$126,308.00	\$133,187.60
27	\$45.03	\$47.46	\$50.06	\$52.83	\$55.75	\$58.78	\$62.09	\$65.43	\$69.12	\$72.88	\$76.87
	\$81,954.60	\$86,377.20	\$91,109.20	\$96,150.60	\$101,465.00	\$106,979.60	\$113,003.80	\$119,082.60	\$125,798.40	\$132,641.60	\$139,903.40
28	\$47.27	\$49.87	\$52.59	\$55.49	\$58.56	\$61.73	\$65.13	\$68.74	\$72.50	\$76.49	\$80.65
	\$86,031.40	\$90,763.40	\$95,713.80	\$100,991.80	\$106,579.20	\$112,348.60	\$118,536.60	\$125,106.80	\$131,950.00	\$139,211.80	\$146,783.00

Grade/Step 70 hrs 16 step table

Jul 2020

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$18.95	\$19.61	\$20.29	\$21.59
													34,489.00	35,690.20	36,927.80	39,293.80
02											\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.60
											34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	41,132.00
03										\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.83
										34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	43,370.60
04								\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$25.06
								34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	42,296.80	43,734.60	45,609.20
05							\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$26.32
							34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	42,296.80	43,734.60	45,245.20	47,902.40
06					\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.60
					34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	42,296.80	43,734.60	45,245.20	46,810.40	48,412.00	50,232.00
07				\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.96
				34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	42,296.80	43,734.60	45,245.20	46,810.40	48,412.00	50,141.00	52,707.20
08			\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.49	\$30.42
			34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	42,296.80	43,734.60	45,245.20	46,810.40	48,412.00	50,141.00	51,851.80	55,364.40
09	\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.49	\$29.45	\$30.47	\$31.89
	34,489.00	35,690.20	36,927.80	38,201.80	39,512.20	40,877.20	42,296.80	43,734.60	45,245.20	46,810.40	48,412.00	50,141.00	51,851.80	53,599.00	55,455.40	58,039.80
10	\$19.63	\$20.32	\$21.00	\$21.72	\$22.48	\$23.25	\$24.04	\$24.89	\$25.73	\$26.61	\$27.56	\$28.51	\$29.47	\$30.48	\$31.55	\$33.52
	35,726.60	36,982.40	38,220.00	39,530.40	40,913.60	42,315.00	43,752.80	45,299.80	46,828.60	48,430.20	50,159.20	51,888.20	53,635.40	55,473.60	57,421.00	61,006.40
11	\$20.62	\$21.34	\$22.09	\$22.84	\$23.63	\$24.45	\$25.30	\$26.18	\$27.06	\$28.01	\$28.99	\$29.97	\$31.01	\$32.09	\$33.20	\$35.23
	37,528.40	38,838.80	40,203.80	41,568.80	43,006.60	44,499.00	46,046.00	47,647.60	49,249.20	50,978.20	52,761.80	54,545.40	56,438.20	58,403.80	60,424.00	64,118.60
12	\$21.60	\$22.34	\$23.13	\$23.92	\$24.74	\$25.59	\$26.47	\$27.38	\$28.33	\$29.30	\$30.33	\$31.38	\$32.45	\$33.58	\$34.73	\$36.97
	39,312.00	40,658.80	42,096.60	43,534.40	45,026.80	46,573.80	48,175.40	49,831.60	51,560.60	53,326.00	55,200.60	57,111.60	59,059.00	61,115.60	63,208.60	67,285.40
13	\$22.71	\$23.47	\$24.30	\$25.13	\$25.99	\$26.91	\$27.83	\$28.78	\$29.77	\$30.82	\$31.85	\$32.96	\$34.10	\$35.26	\$36.48	\$38.82
	41,332.20	42,715.40	44,226.00	45,736.60	47,301.80	48,976.20	50,650.60	52,379.60	54,181.40	56,092.40	57,967.00	59,987.20	62,062.00	64,173.20	66,393.60	70,652.40
14	\$23.85	\$24.66	\$25.52	\$26.38	\$27.30	\$28.23	\$29.23	\$30.24	\$31.26	\$32.34	\$33.45	\$34.60	\$35.80	\$37.03	\$38.31	\$40.76
	43,407.00	44,881.20	46,446.40	48,011.60	49,686.00	51,378.60	53,198.60	55,036.80	56,893.20	58,858.80	60,879.00	62,972.00	65,156.00	67,394.60	69,724.20	74,183.20
15	\$25.08	\$25.93	\$26.86	\$27.76	\$28.72	\$29.72	\$30.74	\$31.80	\$32.90	\$34.03	\$35.21	\$36.42	\$37.67	\$38.99	\$40.36	\$42.78
	45,645.60	47,192.60	48,885.20	50,523.20	52,270.40	54,090.40	55,946.80	57,876.00	59,878.00	61,934.60	64,082.20	66,284.40	68,559.40	70,961.80	73,455.20	77,859.60
16	\$26.31	\$27.22	\$28.15	\$29.14	\$30.13	\$31.17	\$32.26	\$33.37	\$34.51	\$35.70	\$36.92	\$38.21	\$39.53	\$40.87	\$42.30	\$44.90
	47,884.20	49,540.40	51,233.00	53,034.80	54,836.60	56,729.40	58,713.20	60,733.40	62,808.20	64,974.00	67,194.40	69,542.20	71,944.60	74,383.40	76,986.00	81,718.00
17	\$27.62	\$28.57	\$29.57	\$30.57	\$31.62	\$32.71	\$33.85	\$35.01	\$36.22	\$37.47	\$38.76	\$40.07	\$41.48	\$42.91	\$44.41	\$47.22
	50,268.40	51,997.40	53,817.40	55,637.40	57,548.40	59,532.20	61,607.00	63,718.20	65,920.40	68,195.40	70,543.20	72,927.40	75,493.60	78,096.20	80,826.20	85,940.40
18	\$29.00	\$29.98	\$31.03	\$32.10	\$33.21	\$34.37	\$35.56	\$36.78	\$38.04	\$39.34	\$40.71	\$42.13	\$43.58	\$45.11	\$46.65	\$49.56
	52,780.00	54,563.60	56,474.60	58,422.00	60,442.20	62,553.40	64,719.20	66,939.60	69,232.80	71,598.80	74,092.20	76,676.60	79,315.60	82,100.20	84,903.00	90,199.20
19	\$30.46	\$31.53	\$32.61	\$33.72	\$34.89	\$36.09	\$37.35	\$38.62	\$39.95	\$41.32	\$42.75	\$44.24	\$45.79	\$47.34	\$48.98	\$52.00
	55,437.20	57,384.60	59,350.20	61,370.40	63,499.80	65,683.80	67,977.00	70,288.40	72,709.00	75,202.40	77,805.00	80,516.80	83,337.80	86,158.80	89,143.60	94,640.00

Grade/Step 70 hrs 16 step table

Jul 2020

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$32.01	\$33.10	\$34.25	\$35.43	\$36.66	\$37.93	\$39.22	\$40.57	\$41.98	\$43.42	\$44.90	\$46.48	\$48.08	\$49.71	\$51.45	\$54.62
	58,258.20	60,242.00	62,335.00	64,482.60	66,721.20	69,032.60	71,380.40	73,837.40	76,403.60	79,024.40	81,718.00	84,593.60	87,505.60	90,472.20	93,639.00	99,408.40
21	\$33.57	\$34.72	\$35.92	\$37.17	\$38.43	\$39.77	\$41.15	\$42.56	\$44.02	\$45.53	\$47.15	\$48.76	\$50.42	\$52.17	\$53.99	\$57.36
	61,097.40	63,190.40	65,374.40	67,649.40	69,942.60	72,381.40	74,893.00	77,459.20	80,116.40	82,864.60	85,813.00	88,743.20	91,764.40	94,949.40	98,261.80	104,395.20
22	\$35.26	\$36.48	\$37.72	\$39.04	\$40.41	\$41.79	\$43.22	\$44.71	\$46.23	\$47.87	\$49.52	\$51.23	\$52.99	\$54.83	\$56.70	\$60.24
	64,173.20	66,393.60	68,650.40	71,052.80	73,546.20	76,057.80	78,660.40	81,372.20	84,138.60	87,123.40	90,126.40	93,238.60	96,441.80	99,790.60	103,194.00	109,636.80
23	\$37.00	\$38.29	\$39.63	\$40.99	\$42.38	\$43.84	\$45.35	\$46.91	\$48.55	\$50.23	\$51.96	\$53.73	\$55.61	\$57.49	\$59.51	\$63.28
	67,340.00	69,687.80	72,126.60	74,601.80	77,131.60	79,788.80	82,537.00	85,376.20	88,361.00	91,418.60	94,567.20	97,788.60	101,210.20	104,631.80	108,308.20	115,169.60
24	\$38.87	\$40.21	\$41.59	\$43.02	\$44.51	\$46.04	\$47.61	\$49.28	\$50.97	\$52.73	\$54.53	\$56.43	\$58.37	\$60.39	\$62.48	\$66.41
	70,743.40	73,182.20	75,693.80	78,296.40	81,008.20	83,792.80	86,650.20	89,689.60	92,765.40	95,968.60	99,244.60	102,702.60	106,233.40	109,909.80	113,713.60	120,866.20
25	\$40.79	\$42.21	\$43.69	\$45.18	\$46.72	\$48.32	\$50.00	\$51.73	\$53.51	\$55.36	\$57.27	\$59.23	\$61.29	\$63.40	\$65.58	\$69.68
	74,237.80	76,822.20	79,515.80	82,227.60	85,030.40	87,942.40	91,000.00	94,148.60	97,388.20	100,755.20	104,231.40	107,798.60	111,547.80	115,388.00	119,355.60	126,817.60
26	\$42.83	\$44.35	\$45.87	\$47.43	\$49.05	\$50.76	\$52.52	\$54.32	\$56.21	\$58.12	\$60.16	\$62.22	\$64.37	\$66.60	\$68.88	\$73.18
	77,950.60	80,717.00	83,483.40	86,322.60	89,271.00	92,383.20	95,586.40	98,862.40	102,302.20	105,778.40	109,491.20	113,240.40	117,153.40	121,212.00	125,361.60	133,187.60
27	\$45.03	\$46.59	\$48.18	\$49.83	\$51.54	\$53.35	\$55.16	\$57.09	\$59.04	\$61.08	\$63.19	\$65.37	\$67.63	\$69.96	\$72.38	\$76.87
	81,954.60	84,793.80	87,687.60	90,690.60	93,802.80	97,097.00	100,391.20	103,903.80	107,452.80	111,165.60	115,005.80	118,973.40	123,086.60	127,327.20	131,731.60	139,903.40
28	\$47.27	\$48.89	\$50.58	\$52.31	\$54.13	\$55.97	\$57.93	\$59.91	\$62.00	\$64.13	\$66.34	\$68.62	\$70.98	\$73.43	\$75.96	\$80.65
	86,031.40	88,979.80	92,055.60	95,204.20	98,516.60	101,865.40	105,432.60	109,036.20	112,840.00	116,716.60	120,738.80	124,888.40	129,183.60	133,642.60	138,247.20	146,783.00

Grade/Step 80 hrs 11 Steps Jul 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$18.95	\$20.54	\$21.59
									\$39,416.00	\$42,723.20	\$44,907.20
02								\$18.95	\$20.27	\$21.42	\$22.60
								\$39,416.00	\$42,161.60	\$44,553.60	\$47,008.00
03							\$18.95	\$20.27	\$21.42	\$22.60	\$23.83
							\$39,416.00	\$42,161.60	\$44,553.60	\$47,008.00	\$49,566.40
04						\$18.95	\$20.19	\$21.33	\$22.50	\$23.74	\$25.06
						\$39,416.00	\$41,995.20	\$44,366.40	\$46,800.00	\$49,379.20	\$52,124.80
05					\$18.95	\$20.16	\$21.29	\$22.46	\$23.66	\$24.93	\$26.32
					\$39,416.00	\$41,932.80	\$44,283.20	\$46,716.80	\$49,212.80	\$51,854.40	\$54,745.60
06				\$18.95	\$20.01	\$21.14	\$22.22	\$23.49	\$24.76	\$26.15	\$27.60
				\$39,416.00	\$41,620.80	\$43,971.20	\$46,217.60	\$48,859.20	\$51,500.80	\$54,392.00	\$57,408.00
07			\$18.95	\$19.93	\$20.99	\$22.12	\$23.38	\$24.67	\$26.02	\$27.42	\$28.96
			\$39,416.00	\$41,454.40	\$43,659.20	\$46,009.60	\$48,630.40	\$51,313.60	\$54,121.60	\$57,033.60	\$60,236.80
08		\$18.95	\$19.82	\$20.89	\$22.06	\$23.24	\$24.56	\$25.90	\$27.30	\$28.81	\$30.42
		\$39,416.00	\$41,225.60	\$43,451.20	\$45,884.80	\$48,339.20	\$51,084.80	\$53,872.00	\$56,784.00	\$59,924.80	\$63,273.60
09	\$18.95	\$19.69	\$20.79	\$21.98	\$23.19	\$24.45	\$25.76	\$27.20	\$28.65	\$30.28	\$31.89
	\$39,416.00	\$40,955.20	\$43,243.20	\$45,718.40	\$48,235.20	\$50,856.00	\$53,580.80	\$56,576.00	\$59,592.00	\$62,982.40	\$66,331.20
10	\$19.63	\$20.70	\$21.87	\$23.09	\$24.33	\$25.64	\$27.09	\$28.57	\$30.10	\$31.79	\$33.52
	\$40,830.40	\$43,056.00	\$45,489.60	\$48,027.20	\$50,606.40	\$53,331.20	\$56,347.20	\$59,425.60	\$62,608.00	\$66,123.20	\$69,721.60
11	\$20.62	\$21.79	\$22.92	\$24.21	\$25.54	\$26.94	\$28.45	\$30.00	\$31.62	\$33.41	\$35.23
	\$42,889.60	\$45,323.20	\$47,673.60	\$50,356.80	\$53,123.20	\$56,035.20	\$59,176.00	\$62,400.00	\$65,769.60	\$69,492.80	\$73,278.40
12	\$21.60	\$22.81	\$24.07	\$25.43	\$26.85	\$28.27	\$29.85	\$31.51	\$33.22	\$35.06	\$36.97
	\$44,928.00	\$47,444.80	\$50,065.60	\$52,894.40	\$55,848.00	\$58,801.60	\$62,088.00	\$65,540.80	\$69,097.60	\$72,924.80	\$76,897.60
13	\$22.71	\$23.95	\$25.30	\$26.69	\$28.11	\$29.70	\$31.30	\$33.06	\$34.87	\$36.78	\$38.82
	\$47,236.80	\$49,816.00	\$52,624.00	\$55,515.20	\$58,468.80	\$61,776.00	\$65,104.00	\$68,764.80	\$72,529.60	\$76,502.40	\$80,745.60
14	\$23.85	\$25.16	\$26.55	\$28.02	\$29.58	\$31.19	\$32.92	\$34.71	\$36.65	\$38.61	\$40.76
	\$49,608.00	\$52,332.80	\$55,224.00	\$58,281.60	\$61,526.40	\$64,875.20	\$68,473.60	\$72,196.80	\$76,232.00	\$80,308.80	\$84,780.80

Grade/Step 80 hrs 11 Steps Jul 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$25.08	\$26.41	\$27.90	\$29.39	\$31.04	\$32.75	\$34.54	\$36.41	\$38.44	\$40.55	\$42.78
	\$52,166.40	\$54,932.80	\$58,032.00	\$61,131.20	\$64,563.20	\$68,120.00	\$71,843.20	\$75,732.80	\$79,955.20	\$84,344.00	\$88,982.40
16	\$26.31	\$27.76	\$29.30	\$30.92	\$32.63	\$34.40	\$36.29	\$38.31	\$40.37	\$42.61	\$44.90
	\$54,724.80	\$57,740.80	\$60,944.00	\$64,313.60	\$67,870.40	\$71,552.00	\$75,483.20	\$79,684.80	\$83,969.60	\$88,628.80	\$93,392.00
17	\$27.62	\$29.18	\$30.72	\$32.43	\$34.22	\$36.11	\$38.09	\$40.21	\$42.39	\$44.71	\$47.22
	\$57,449.60	\$60,694.40	\$63,897.60	\$67,454.40	\$71,177.60	\$75,108.80	\$79,227.20	\$83,636.80	\$88,171.20	\$92,996.80	\$98,217.60
18	\$29.00	\$30.59	\$32.26	\$34.04	\$35.95	\$37.94	\$40.04	\$42.19	\$44.53	\$46.92	\$49.56
	\$60,320.00	\$63,627.20	\$67,100.80	\$70,803.20	\$74,776.00	\$78,915.20	\$83,283.20	\$87,755.20	\$92,622.40	\$97,593.60	\$103,084.80
19	\$30.46	\$32.13	\$33.92	\$35.78	\$37.71	\$39.80	\$42.01	\$44.33	\$46.76	\$49.31	\$52.00
	\$63,356.80	\$66,830.40	\$70,553.60	\$74,422.40	\$78,436.80	\$82,784.00	\$87,380.80	\$92,206.40	\$97,260.80	\$102,564.80	\$108,160.00
20	\$32.01	\$33.77	\$35.61	\$37.56	\$39.64	\$41.82	\$44.08	\$46.58	\$49.08	\$51.80	\$54.62
	\$66,580.80	\$70,241.60	\$74,068.80	\$78,124.80	\$82,451.20	\$86,985.60	\$91,686.40	\$96,686.40	\$102,086.40	\$107,744.00	\$113,609.60
21	\$33.57	\$35.43	\$37.40	\$39.46	\$41.58	\$43.90	\$46.23	\$48.85	\$51.52	\$54.33	\$57.36
	\$69,825.60	\$73,694.40	\$77,792.00	\$82,076.80	\$86,486.40	\$91,312.00	\$96,158.40	\$101,608.00	\$107,161.60	\$113,006.40	\$119,308.80
22	\$35.26	\$37.20	\$39.22	\$41.41	\$43.69	\$46.07	\$48.61	\$51.30	\$54.15	\$57.12	\$60.24
	\$73,340.80	\$77,376.00	\$81,577.60	\$86,132.80	\$90,875.20	\$95,825.60	\$101,108.80	\$106,704.00	\$112,632.00	\$118,809.60	\$125,299.20
23	\$37.00	\$39.07	\$41.23	\$43.46	\$45.87	\$48.36	\$51.06	\$53.88	\$56.83	\$59.93	\$63.28
	\$76,960.00	\$81,265.60	\$85,758.40	\$90,396.80	\$95,409.60	\$100,588.80	\$106,204.80	\$112,070.40	\$118,206.40	\$124,654.40	\$131,622.40
24	\$38.87	\$40.99	\$43.27	\$45.61	\$48.18	\$50.80	\$53.58	\$56.54	\$59.64	\$62.90	\$66.41
	\$80,849.60	\$85,259.20	\$90,001.60	\$94,868.80	\$100,214.40	\$105,664.00	\$111,446.40	\$117,603.20	\$124,051.20	\$130,832.00	\$138,132.80
25	\$40.79	\$43.08	\$45.42	\$47.92	\$50.56	\$53.35	\$56.26	\$59.35	\$62.66	\$66.07	\$69.68
	\$84,843.20	\$89,606.40	\$94,473.60	\$99,673.60	\$105,164.80	\$110,968.00	\$117,020.80	\$123,448.00	\$130,332.80	\$137,425.60	\$144,934.40
26	\$42.83	\$45.23	\$47.65	\$50.32	\$53.09	\$55.97	\$59.10	\$62.30	\$65.78	\$69.40	\$73.18
	\$89,086.40	\$94,078.40	\$99,112.00	\$104,665.60	\$110,427.20	\$116,417.60	\$122,928.00	\$129,584.00	\$136,822.40	\$144,352.00	\$152,214.40
27	\$45.03	\$47.46	\$50.06	\$52.83	\$55.75	\$58.78	\$62.09	\$65.43	\$69.12	\$72.88	\$76.87
	\$93,662.40	\$98,716.80	\$104,124.80	\$109,886.40	\$115,960.00	\$122,262.40	\$129,147.20	\$136,094.40	\$143,769.60	\$151,590.40	\$159,889.60
28	\$47.27	\$49.87	\$52.59	\$55.49	\$58.56	\$61.73	\$65.13	\$68.74	\$72.50	\$76.49	\$80.65
	\$98,321.60	\$103,729.60	\$109,387.20	\$115,419.20	\$121,804.80	\$128,398.40	\$135,470.40	\$142,979.20	\$150,800.00	\$159,099.20	\$167,752.00

Grade/Step 80 hrs 11 Steps Jul 2020

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$18.95	\$19.54	\$20.58	\$21.60	\$22.91	\$24.13
						\$39,416.00	\$40,643.20	\$42,806.40	\$44,928.00	\$47,652.80	\$50,190.40
B				\$18.95	\$20.32	\$21.44	\$22.60	\$23.84	\$25.11	\$26.47	\$27.94
				\$39,416.00	\$42,265.60	\$44,595.20	\$47,008.00	\$49,587.20	\$52,228.80	\$55,057.60	\$58,115.20
C	\$18.95	\$20.01	\$21.02	\$22.16	\$23.45	\$24.74	\$26.12	\$27.55	\$29.09	\$30.65	\$32.31
	\$39,416.00	\$41,620.80	\$43,721.60	\$46,092.80	\$48,776.00	\$51,459.20	\$54,329.60	\$57,304.00	\$60,507.20	\$63,752.00	\$67,204.80
C+	\$19.56	\$20.60	\$21.59	\$22.77	\$24.03	\$25.34	\$26.70	\$28.07	\$29.68	\$31.22	\$32.90
	\$40,684.80	\$42,848.00	\$44,907.20	\$47,361.60	\$49,982.40	\$52,707.20	\$55,536.00	\$58,385.60	\$61,734.40	\$64,937.60	\$68,432.00
D	\$20.84	\$22.06	\$23.22	\$24.55	\$25.90	\$27.31	\$28.79	\$30.41	\$32.09	\$33.87	\$35.67
	\$43,347.20	\$45,884.80	\$48,297.60	\$51,064.00	\$53,872.00	\$56,804.80	\$59,883.20	\$63,252.80	\$66,747.20	\$70,449.60	\$74,193.60
E	\$22.01	\$23.17	\$24.43	\$25.73	\$27.10	\$28.59	\$30.33	\$31.87	\$33.69	\$35.43	\$37.41
	\$45,780.80	\$48,193.60	\$50,814.40	\$53,518.40	\$56,368.00	\$59,467.20	\$63,086.40	\$66,289.60	\$70,075.20	\$73,694.40	\$77,812.80
F	\$24.16	\$25.51	\$26.87	\$28.37	\$29.89	\$31.51	\$33.36	\$35.25	\$37.13	\$39.15	\$41.32
	\$50,252.80	\$53,060.80	\$55,889.60	\$59,009.60	\$62,171.20	\$65,540.80	\$69,388.80	\$73,320.00	\$77,230.40	\$81,432.00	\$85,945.60
G	\$25.39	\$26.79	\$28.27	\$29.79	\$31.38	\$33.21	\$35.09	\$36.92	\$38.99	\$41.06	\$43.33
	\$52,811.20	\$55,723.20	\$58,801.60	\$61,963.20	\$65,270.40	\$69,076.80	\$72,987.20	\$76,793.60	\$81,099.20	\$85,404.80	\$90,126.40
H	\$27.97	\$29.45	\$31.18	\$32.85	\$34.60	\$36.64	\$38.53	\$40.71	\$42.91	\$45.30	\$47.79
	\$58,177.60	\$61,256.00	\$64,854.40	\$68,328.00	\$71,968.00	\$76,211.20	\$80,142.40	\$84,676.80	\$89,252.80	\$94,224.00	\$99,403.20
I	\$31.18	\$32.78	\$34.60	\$36.64	\$38.53	\$40.71	\$42.91	\$45.30	\$47.79	\$50.45	\$53.35
	\$64,854.40	\$68,182.40	\$71,968.00	\$76,211.20	\$80,142.40	\$84,676.80	\$89,252.80	\$94,224.00	\$99,403.20	\$104,936.00	\$110,968.00

Grade/Step 80 hrs 16 step table

Jul 2020

26 pay periods

Employees hired on/after 7/1/11

		STEP															
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
01													\$18.95	\$19.61	\$20.29	\$21.59	
													39,416.00	40,788.80	42,203.20	44,907.20	
02											\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.60	
											39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	47,008.00	
03										\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.83	
										39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	49,566.40	
04								\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$25.06	
								39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	52,124.80	
05							\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$26.32	
							39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	54,745.60	
06					\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.60	
					39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	53,497.60	55,328.00	57,408.00	
07				\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.96	
				39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	53,497.60	55,328.00	57,304.00	60,236.80	
08			\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.49	\$30.42	
			39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	53,497.60	55,328.00	57,304.00	59,259.20	63,273.60	
09	\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.49	\$29.45	\$30.47	\$31.89	
	39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	53,497.60	55,328.00	57,304.00	59,259.20	61,256.00	63,377.60	66,331.20	
10	\$19.63	\$20.32	\$21.00	\$21.72	\$22.48	\$23.25	\$24.04	\$24.89	\$25.73	\$26.61	\$27.56	\$28.51	\$29.47	\$30.48	\$31.55	\$33.52	
	40,830.40	42,265.60	43,680.00	45,177.60	46,758.40	48,360.00	50,003.20	51,771.20	53,518.40	55,348.80	57,324.80	59,300.80	61,297.60	63,398.40	65,624.00	69,721.60	
11	\$20.62	\$21.34	\$22.09	\$22.84	\$23.63	\$24.45	\$25.30	\$26.18	\$27.06	\$28.01	\$28.99	\$29.97	\$31.01	\$32.09	\$33.20	\$35.23	
	42,889.60	44,387.20	45,947.20	47,507.20	49,150.40	50,856.00	52,624.00	54,454.40	56,284.80	58,260.80	60,299.20	62,337.60	64,500.80	66,747.20	69,056.00	73,278.40	
12	\$21.60	\$22.34	\$23.13	\$23.92	\$24.74	\$25.59	\$26.47	\$27.38	\$28.33	\$29.30	\$30.33	\$31.38	\$32.45	\$33.58	\$34.73	\$36.97	
	44,928.00	46,467.20	48,110.40	49,753.60	51,459.20	53,227.20	55,057.60	56,950.40	58,926.40	60,944.00	63,086.40	65,270.40	67,496.00	69,846.40	72,238.40	76,897.60	
13	\$22.71	\$23.47	\$24.30	\$25.13	\$25.99	\$26.91	\$27.83	\$28.78	\$29.77	\$30.82	\$31.85	\$32.96	\$34.10	\$35.26	\$36.48	\$38.82	
	47,236.80	48,817.60	50,544.00	52,270.40	54,059.20	55,972.80	57,886.40	59,862.40	61,921.60	64,105.60	66,248.00	68,556.80	70,928.00	73,340.80	75,878.40	80,745.60	
14	\$23.85	\$24.66	\$25.52	\$26.38	\$27.30	\$28.23	\$29.23	\$30.24	\$31.26	\$32.34	\$33.45	\$34.60	\$35.80	\$37.03	\$38.31	\$40.76	
	49,608.00	51,292.80	53,081.60	54,870.40	56,784.00	58,718.40	60,798.40	62,899.20	65,020.80	67,267.20	69,576.00	71,968.00	74,464.00	77,022.40	79,684.80	84,780.80	
15	\$25.08	\$25.93	\$26.86	\$27.76	\$28.72	\$29.72	\$30.74	\$31.80	\$32.90	\$34.03	\$35.21	\$36.42	\$37.67	\$38.99	\$40.36	\$42.78	
	52,166.40	53,934.40	55,868.80	57,740.80	59,737.60	61,817.60	63,939.20	66,144.00	68,432.00	70,782.40	73,236.80	75,753.60	78,353.60	81,099.20	83,948.80	88,982.40	
16	\$26.31	\$27.22	\$28.15	\$29.14	\$30.13	\$31.17	\$32.26	\$33.37	\$34.51	\$35.70	\$36.92	\$38.21	\$39.53	\$40.87	\$42.30	\$44.90	
	54,724.80	56,617.60	58,552.00	60,611.20	62,670.40	64,833.60	67,100.80	69,409.60	71,780.80	74,256.00	76,793.60	79,476.80	82,222.40	85,009.60	87,984.00	93,392.00	
17	\$27.62	\$28.57	\$29.57	\$30.57	\$31.62	\$32.71	\$33.85	\$35.01	\$36.22	\$37.47	\$38.76	\$40.07	\$41.48	\$42.91	\$44.41	\$47.22	
	57,449.60	59,425.60	61,505.60	63,585.60	65,769.60	68,036.80	70,408.00	72,820.80	75,337.60	77,937.60	80,620.80	83,345.60	86,278.40	89,252.80	92,372.80	98,217.60	
18	\$29.00	\$29.98	\$31.03	\$32.10	\$33.21	\$34.37	\$35.56	\$36.78	\$38.04	\$39.34	\$40.71	\$42.13	\$43.58	\$45.11	\$46.65	\$49.56	
	60,320.00	62,358.40	64,542.40	66,768.00	69,076.80	71,489.60	73,964.80	76,502.40	79,123.20	81,827.20	84,676.80	87,630.40	90,646.40	93,828.80	97,032.00	103,084.80	
19	\$30.46	\$31.53	\$32.61	\$33.72	\$34.89	\$36.09	\$37.35	\$38.62	\$39.95	\$41.32	\$42.75	\$44.24	\$45.79	\$47.34	\$48.98	\$52.00	
	63,356.80	65,582.40	67,828.80	70,137.60	72,571.20	75,067.20	77,688.00	80,329.60	83,096.00	85,945.60	88,920.00	92,019.20	95,243.20	98,467.20	101,878.40	108,160.00	

Grade/Step 80 hrs 16 step table

Jul 2020

26 pay periods

Employees hired on/after 7/1/11

		STEP															
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
20	\$32.01	\$33.10	\$34.25	\$35.43	\$36.66	\$37.93	\$39.22	\$40.57	\$41.98	\$43.42	\$44.90	\$46.48	\$48.08	\$49.71	\$51.45	\$54.62	
	66,580.80	68,848.00	71,240.00	73,694.40	76,252.80	78,894.40	81,577.60	84,385.60	87,318.40	90,313.60	93,392.00	96,678.40	100,006.40	103,396.80	107,016.00	113,609.60	
21	\$33.57	\$34.72	\$35.92	\$37.17	\$38.43	\$39.77	\$41.15	\$42.56	\$44.02	\$45.53	\$47.15	\$48.76	\$50.42	\$52.17	\$53.99	\$57.36	
	69,825.60	72,217.60	74,713.60	77,313.60	79,934.40	82,721.60	85,592.00	88,524.80	91,561.60	94,702.40	98,072.00	101,420.80	104,873.60	108,513.60	112,299.20	119,308.80	
22	\$35.26	\$36.48	\$37.72	\$39.04	\$40.41	\$41.79	\$43.22	\$44.71	\$46.23	\$47.87	\$49.52	\$51.23	\$52.99	\$54.83	\$56.70	\$60.24	
	73,340.80	75,878.40	78,457.60	81,203.20	84,052.80	86,923.20	89,897.60	92,996.80	96,158.40	99,569.60	103,001.60	106,558.40	110,219.20	114,046.40	117,936.00	125,299.20	
23	\$37.00	\$38.29	\$39.63	\$40.99	\$42.38	\$43.84	\$45.35	\$46.91	\$48.55	\$50.23	\$51.96	\$53.73	\$55.61	\$57.49	\$59.51	\$63.28	
	76,960.00	79,643.20	82,430.40	85,259.20	88,150.40	91,187.20	94,328.00	97,572.80	100,984.00	104,478.40	108,076.80	111,758.40	115,668.80	119,579.20	123,780.80	131,622.40	
24	\$38.87	\$40.21	\$41.59	\$43.02	\$44.51	\$46.04	\$47.61	\$49.28	\$50.97	\$52.73	\$54.53	\$56.43	\$58.37	\$60.39	\$62.48	\$66.41	
	80,849.60	83,636.80	86,507.20	89,481.60	92,580.80	95,763.20	99,028.80	102,502.40	106,017.60	109,678.40	113,422.40	117,374.40	121,409.60	125,611.20	129,958.40	138,132.80	
25	\$40.79	\$42.21	\$43.69	\$45.18	\$46.72	\$48.32	\$50.00	\$51.73	\$53.51	\$55.36	\$57.27	\$59.23	\$61.29	\$63.40	\$65.58	\$69.68	
	84,843.20	87,796.80	90,875.20	93,974.40	97,177.60	100,505.60	104,000.00	107,598.40	111,300.80	115,148.80	119,121.60	123,198.40	127,483.20	131,872.00	136,406.40	144,934.40	
26	\$42.83	\$44.35	\$45.87	\$47.43	\$49.05	\$50.76	\$52.52	\$54.32	\$56.21	\$58.12	\$60.16	\$62.22	\$64.37	\$66.60	\$68.88	\$73.18	
	89,086.40	92,248.00	95,409.60	98,654.40	102,024.00	105,580.80	109,241.60	112,985.60	116,916.80	120,889.60	125,132.80	129,417.60	133,889.60	138,528.00	143,270.40	152,214.40	
27	\$45.03	\$46.59	\$48.18	\$49.83	\$51.54	\$53.35	\$55.16	\$57.09	\$59.04	\$61.08	\$63.19	\$65.37	\$67.63	\$69.96	\$72.38	\$76.87	
	93,662.40	96,907.20	100,214.40	103,646.40	107,203.20	110,968.00	114,732.80	118,747.20	122,803.20	127,046.40	131,435.20	135,969.60	140,670.40	145,516.80	150,550.40	159,889.60	
28	\$47.27	\$48.89	\$50.58	\$52.31	\$54.13	\$55.97	\$57.93	\$59.91	\$62.00	\$64.13	\$66.34	\$68.62	\$70.98	\$73.43	\$75.96	\$80.65	
	98,321.60	101,691.20	105,206.40	108,804.80	112,590.40	116,417.60	120,494.40	124,612.80	128,960.00	133,390.40	137,987.20	142,729.60	147,638.40	152,734.40	157,996.80	167,752.00	
A									\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.13	
									39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	50,190.40	
B					\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.94	
					39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	53,497.60	55,328.00	58,115.20	
C	\$18.95	\$19.61	\$20.29	\$20.99	\$21.71	\$22.46	\$23.24	\$24.03	\$24.86	\$25.72	\$26.60	\$27.55	\$28.49	\$29.45	\$30.47	\$32.31	
	39,416.00	40,788.80	42,203.20	43,659.20	45,156.80	46,716.80	48,339.20	49,982.40	51,708.80	53,497.60	55,328.00	57,304.00	59,259.20	61,256.00	63,377.60	67,204.80	
C+	\$19.56	\$20.22	\$20.92	\$21.64	\$22.37	\$23.16	\$23.94	\$24.77	\$25.62	\$26.50	\$27.43	\$28.38	\$29.34	\$30.37	\$31.42	\$32.90	
	40,684.80	42,057.60	43,513.60	45,011.20	46,529.60	48,172.80	49,795.20	51,521.60	53,289.60	55,120.00	57,054.40	59,030.40	61,027.20	63,169.60	65,353.60	68,432.00	
D	\$20.84	\$21.55	\$22.29	\$23.07	\$23.87	\$24.68	\$25.54	\$26.41	\$27.32	\$28.27	\$29.25	\$30.26	\$31.28	\$32.36	\$33.47	\$35.67	
	43,347.20	44,824.00	46,363.20	47,985.60	49,649.60	51,334.40	53,123.20	54,932.80	56,825.60	58,801.60	60,840.00	62,940.80	65,062.40	67,308.80	69,617.60	74,193.60	
E	\$22.01	\$22.76	\$23.53	\$24.35	\$25.19	\$26.08	\$26.96	\$27.89	\$28.84	\$29.85	\$30.88	\$31.93	\$33.02	\$34.16	\$35.33	\$37.41	
	45,780.80	47,340.80	48,942.40	50,648.00	52,395.20	54,246.40	56,076.80	58,011.20	59,987.20	62,088.00	64,230.40	66,414.40	68,681.60	71,052.80	73,486.40	77,812.80	
F	\$24.16	\$24.99	\$25.85	\$26.76	\$27.67	\$28.62	\$29.62	\$30.65	\$31.70	\$32.81	\$33.94	\$35.12	\$36.32	\$37.57	\$38.88	\$41.32	
	50,252.80	51,979.20	53,768.00	55,660.80	57,553.60	59,529.60	61,609.60	63,752.00	65,936.00	68,244.80	70,595.20	73,049.60	75,545.60	78,145.60	80,870.40	85,945.60	
G	\$25.39	\$26.26	\$27.14	\$28.09	\$29.08	\$30.05	\$31.09	\$32.17	\$33.28	\$34.44	\$35.63	\$36.84	\$38.12	\$39.43	\$40.77	\$43.33	
	52,811.20	54,620.80	56,451.20	58,427.20	60,486.40	62,504.00	64,667.20	66,913.60	69,222.40	71,635.20	74,110.40	76,627.20	79,289.60	82,014.40	84,801.60	90,126.40	
H	\$27.97	\$28.90	\$29.93	\$30.95	\$32.02	\$33.12	\$34.26	\$35.44	\$36.67	\$37.94	\$39.24	\$40.58	\$41.99	\$43.43	\$44.91	\$47.79	
	58,177.60	60,112.00	62,254.40	64,376.00	66,601.60	68,889.60	71,260.80	73,715.20	76,273.60	78,915.20	81,619.20	84,406.40	87,339.20	90,334.40	93,412.80	99,403.20	
I	\$31.18	\$32.27	\$33.38	\$34.52	\$35.71	\$36.93	\$38.22	\$39.54	\$40.89	\$42.31	\$43.77	\$45.27	\$46.82	\$48.42	\$50.11	\$53.35	
	64,854.40	67,121.60	69,430.40	71,801.60	74,276.80	76,814.40	79,497.60	82,243.20	85,051.20	88,004.80	91,041.60	94,161.60	97,385.60	100,713.60	104,228.80	110,968.00	

Grade/Step 70 hrs 11 Steps

Jan 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$19.23	\$20.85	\$21.91
									\$34,998.60	\$37,947.00	\$39,876.20
02								\$19.23	\$20.57	\$21.74	\$22.94
								\$34,998.60	\$37,437.40	\$39,566.80	\$41,750.80
03							\$19.23	\$20.57	\$21.74	\$22.94	\$24.19
							\$34,998.60	\$37,437.40	\$39,566.80	\$41,750.80	\$44,025.80
04						\$19.23	\$20.49	\$21.65	\$22.84	\$24.10	\$25.44
						\$34,998.60	\$37,291.80	\$39,403.00	\$41,568.80	\$43,862.00	\$46,300.80
05					\$19.23	\$20.46	\$21.61	\$22.80	\$24.01	\$25.30	\$26.71
					\$34,998.60	\$37,237.20	\$39,330.20	\$41,496.00	\$43,698.20	\$46,046.00	\$48,612.20
06			\$19.23	\$20.31	\$21.46	\$22.55	\$23.84	\$25.13	\$26.54	\$28.01	\$29.39
			\$34,998.60	\$36,964.20	\$39,057.20	\$41,041.00	\$43,388.80	\$45,736.60	\$48,302.80	\$50,978.20	\$53,489.80
07		\$19.23	\$20.23	\$21.30	\$22.45	\$23.73	\$25.04	\$26.41	\$27.83	\$29.39	\$30.88
		\$34,998.60	\$36,818.60	\$38,766.00	\$40,859.00	\$43,188.60	\$45,572.80	\$48,066.20	\$50,650.60	\$53,489.80	\$56,201.60
08	\$19.23	\$20.12	\$21.20	\$22.39	\$23.59	\$24.93	\$26.29	\$27.71	\$29.24	\$30.88	\$32.37
	\$34,998.60	\$36,618.40	\$38,584.00	\$40,749.80	\$42,933.80	\$45,372.60	\$47,847.80	\$50,432.20	\$53,216.80	\$56,201.60	\$59,134.40
09	\$19.23	\$19.99	\$21.10	\$22.31	\$23.54	\$24.82	\$26.15	\$27.61	\$29.08	\$30.73	\$32.37
	\$34,998.60	\$36,381.80	\$38,402.00	\$40,604.20	\$42,842.80	\$45,172.40	\$47,593.00	\$50,250.20	\$52,925.60	\$55,928.60	\$58,913.40
10	\$19.92	\$21.01	\$22.20	\$23.44	\$24.69	\$26.02	\$27.50	\$29.00	\$30.55	\$32.27	\$34.02
	\$36,254.40	\$38,238.20	\$40,404.00	\$42,660.80	\$44,935.80	\$47,356.40	\$50,050.00	\$52,780.00	\$55,601.00	\$58,731.40	\$61,916.40
11	\$20.93	\$22.12	\$23.26	\$24.57	\$25.92	\$27.34	\$28.88	\$30.45	\$32.09	\$33.91	\$35.76
	\$38,092.60	\$40,258.40	\$42,333.20	\$44,717.40	\$47,174.40	\$49,758.80	\$52,561.60	\$55,419.00	\$58,403.80	\$61,716.20	\$65,083.20
12	\$21.92	\$23.15	\$24.43	\$25.81	\$27.25	\$28.69	\$30.30	\$31.98	\$33.72	\$35.59	\$37.52
	\$39,894.40	\$42,133.00	\$44,462.60	\$46,974.20	\$49,595.00	\$52,215.80	\$55,146.00	\$58,203.60	\$61,370.40	\$64,773.80	\$68,286.40
13	\$23.05	\$24.31	\$25.68	\$27.09	\$28.53	\$30.15	\$31.77	\$33.56	\$35.39	\$37.33	\$39.40
	\$41,951.00	\$44,244.20	\$46,737.60	\$49,303.80	\$51,924.60	\$54,873.00	\$57,821.40	\$61,079.20	\$64,409.80	\$67,940.60	\$71,708.00
14	\$24.21	\$25.54	\$26.95	\$28.44	\$30.02	\$31.66	\$33.41	\$35.23	\$37.20	\$39.19	\$41.37
	\$44,062.20	\$46,482.80	\$49,049.00	\$51,760.80	\$54,636.40	\$57,621.20	\$60,806.20	\$64,118.60	\$67,704.00	\$71,325.80	\$75,293.40

Grade/Step 70 hrs 11 Steps

Jan 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$25.46	\$26.81	\$28.32	\$29.83	\$31.51	\$33.24	\$35.06	\$36.96	\$39.02	\$41.16	\$43.42
	\$46,337.20	\$48,794.20	\$51,542.40	\$54,290.60	\$57,348.20	\$60,496.80	\$63,809.20	\$67,267.20	\$71,016.40	\$74,911.20	\$79,024.40
16	\$26.70	\$28.18	\$29.74	\$31.38	\$33.12	\$34.92	\$36.83	\$38.88	\$40.98	\$43.25	\$45.57
	\$48,594.00	\$51,287.60	\$54,126.80	\$57,111.60	\$60,278.40	\$63,554.40	\$67,030.60	\$70,761.60	\$74,583.60	\$78,715.00	\$82,937.40
17	\$28.03	\$29.62	\$31.18	\$32.92	\$34.73	\$36.65	\$38.66	\$40.81	\$43.03	\$45.38	\$47.93
	\$51,014.60	\$53,908.40	\$56,747.60	\$59,914.40	\$63,208.60	\$66,703.00	\$70,361.20	\$74,274.20	\$78,314.60	\$82,591.60	\$87,232.60
18	\$29.44	\$31.05	\$32.74	\$34.55	\$36.49	\$38.51	\$40.64	\$42.82	\$45.20	\$47.62	\$50.30
	\$53,580.80	\$56,511.00	\$59,586.80	\$62,881.00	\$66,411.80	\$70,088.20	\$73,964.80	\$77,932.40	\$82,264.00	\$86,668.40	\$91,546.00
19	\$30.92	\$32.61	\$34.43	\$36.32	\$38.28	\$40.40	\$42.64	\$44.99	\$47.46	\$50.05	\$52.78
	\$56,274.40	\$59,350.20	\$62,662.60	\$66,102.40	\$69,669.60	\$73,528.00	\$77,604.80	\$81,881.80	\$86,377.20	\$91,091.00	\$96,059.60
20	\$32.49	\$34.28	\$36.14	\$38.12	\$40.23	\$42.45	\$44.74	\$47.28	\$49.82	\$52.58	\$55.44
	\$59,131.80	\$62,389.60	\$65,774.80	\$69,378.40	\$73,218.60	\$77,259.00	\$81,426.80	\$86,049.60	\$90,672.40	\$95,695.60	\$100,900.80
21	\$34.07	\$35.96	\$37.96	\$40.05	\$42.20	\$44.56	\$46.92	\$49.58	\$52.29	\$55.14	\$58.22
	\$62,007.40	\$65,447.20	\$69,087.20	\$72,891.00	\$76,804.00	\$81,099.20	\$85,394.40	\$90,235.60	\$95,167.80	\$100,354.80	\$105,960.40
22	\$35.79	\$37.76	\$39.81	\$42.03	\$44.35	\$46.76	\$49.34	\$52.07	\$54.96	\$57.98	\$61.14
	\$65,137.80	\$68,723.20	\$72,454.20	\$76,494.60	\$80,717.00	\$85,103.20	\$89,798.80	\$94,767.40	\$100,027.20	\$105,523.60	\$111,274.80
23	\$37.56	\$39.66	\$41.85	\$44.11	\$46.56	\$49.09	\$51.83	\$54.69	\$57.68	\$60.83	\$64.23
	\$68,359.20	\$72,181.20	\$76,167.00	\$80,280.20	\$84,739.20	\$89,343.80	\$94,330.60	\$99,535.80	\$104,977.60	\$110,710.60	\$116,898.60
24	\$39.45	\$41.60	\$43.92	\$46.29	\$48.90	\$51.56	\$54.38	\$57.39	\$60.53	\$63.84	\$67.41
	\$71,799.00	\$75,712.00	\$79,934.40	\$84,247.80	\$88,998.00	\$93,839.20	\$98,971.60	\$104,449.80	\$110,164.60	\$116,188.80	\$122,686.20
25	\$41.40	\$43.73	\$46.10	\$48.64	\$51.32	\$54.15	\$57.10	\$60.24	\$63.60	\$67.06	\$70.73
	\$75,348.00	\$79,588.60	\$83,902.00	\$88,524.80	\$93,402.40	\$98,553.00	\$103,922.00	\$109,636.80	\$115,752.00	\$122,049.20	\$128,728.60
26	\$43.47	\$45.91	\$48.36	\$51.07	\$53.89	\$56.81	\$59.99	\$63.23	\$66.77	\$70.44	\$74.28
	\$79,115.40	\$83,556.20	\$88,015.20	\$92,947.40	\$98,079.80	\$103,394.20	\$109,181.80	\$115,078.60	\$121,521.40	\$128,200.80	\$135,189.60
27	\$45.71	\$48.17	\$50.81	\$53.62	\$56.59	\$59.66	\$63.02	\$66.41	\$70.16	\$73.97	\$78.02
	\$83,192.20	\$87,669.40	\$92,474.20	\$97,588.40	\$102,993.80	\$108,581.20	\$114,696.40	\$120,866.20	\$127,691.20	\$134,625.40	\$141,996.40
28	\$47.98	\$50.62	\$53.38	\$56.32	\$59.44	\$62.66	\$66.11	\$69.77	\$73.59	\$77.64	\$81.86
	\$87,323.60	\$92,128.40	\$97,151.60	\$102,502.40	\$108,180.80	\$114,041.20	\$120,320.20	\$126,981.40	\$133,933.80	\$141,304.80	\$148,985.20

Grade/Step 70 hrs 16 step table

Jan 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$19.23	\$19.90	\$20.59	\$21.91
													34,998.60	36,218.00	37,473.80	39,876.20
02											\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.94
											34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,750.80
03										\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$24.19
										34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	44,025.80
04								\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.44
								34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	42,933.80	44,389.80	46,300.80
05							\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.71
							34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	42,933.80	44,389.80	45,918.60	48,612.20
06					\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$28.01
					34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	42,933.80	44,389.80	45,918.60	47,520.20	49,140.00	50,978.20
07				\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$29.39
				34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	42,933.80	44,389.80	45,918.60	47,520.20	49,140.00	50,887.20	53,489.80
08			\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$28.92	\$30.88
			34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	42,933.80	44,389.80	45,918.60	47,520.20	49,140.00	50,887.20	52,634.40	56,201.60
09	\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$28.92	\$29.89	\$30.93	\$32.37
	34,998.60	36,218.00	37,473.80	38,766.00	40,112.80	41,496.00	42,933.80	44,389.80	45,918.60	47,520.20	49,140.00	50,887.20	52,634.40	54,399.80	56,292.60	58,913.40
10	\$19.92	\$20.62	\$21.32	\$22.05	\$22.82	\$23.60	\$24.40	\$25.26	\$26.12	\$27.01	\$27.97	\$28.94	\$29.91	\$30.94	\$32.02	\$34.02
	36,254.40	37,528.40	38,802.40	40,131.00	41,532.40	42,952.00	44,408.00	45,973.20	47,538.40	49,158.20	50,905.40	52,670.80	54,436.20	56,310.80	58,276.40	61,916.40
11	\$20.93	\$21.66	\$22.42	\$23.18	\$23.98	\$24.82	\$25.68	\$26.57	\$27.47	\$28.43	\$29.42	\$30.42	\$31.48	\$32.57	\$33.70	\$35.76
	38,092.60	39,421.20	40,804.40	42,187.60	43,643.60	45,172.40	46,737.60	48,357.40	49,995.40	51,742.60	53,544.40	55,364.40	57,293.60	59,277.40	61,334.00	65,083.20
12	\$21.92	\$22.68	\$23.48	\$24.28	\$25.11	\$25.97	\$26.87	\$27.79	\$28.75	\$29.74	\$30.78	\$31.85	\$32.94	\$34.08	\$35.25	\$37.52
	39,894.40	41,277.60	42,733.60	44,189.60	45,700.20	47,265.40	48,903.40	50,577.80	52,325.00	54,126.80	56,019.60	57,967.00	59,950.80	62,025.60	64,155.00	68,286.40
13	\$23.05	\$23.82	\$24.66	\$25.51	\$26.38	\$27.31	\$28.25	\$29.21	\$30.22	\$31.28	\$32.33	\$33.45	\$34.61	\$35.79	\$37.03	\$39.40
	41,951.00	43,352.40	44,881.20	46,428.20	48,011.60	49,704.20	51,415.00	53,162.20	55,000.40	56,929.60	58,840.60	60,879.00	62,990.20	65,137.80	67,394.60	71,708.00
14	\$24.21	\$25.03	\$25.90	\$26.78	\$27.71	\$28.65	\$29.67	\$30.69	\$31.73	\$32.83	\$33.95	\$35.12	\$36.34	\$37.59	\$38.88	\$41.37
	44,062.20	45,554.60	47,138.00	48,739.60	50,432.20	52,143.00	53,999.40	55,855.80	57,748.60	59,750.60	61,789.00	63,918.40	66,138.80	68,413.80	70,761.60	75,293.40
15	\$25.46	\$26.32	\$27.26	\$28.18	\$29.15	\$30.17	\$31.20	\$32.28	\$33.39	\$34.54	\$35.74	\$36.97	\$38.24	\$39.57	\$40.97	\$43.42
	46,337.20	47,902.40	49,613.20	51,287.60	53,053.00	54,909.40	56,784.00	58,749.60	60,769.80	62,862.80	65,046.80	67,285.40	69,596.80	72,017.40	74,565.40	79,024.40
16	\$26.70	\$27.63	\$28.57	\$29.58	\$30.58	\$31.64	\$32.74	\$33.87	\$35.03	\$36.24	\$37.47	\$38.78	\$40.12	\$41.48	\$42.93	\$45.57
	48,594.00	50,286.60	51,997.40	53,835.60	55,655.60	57,584.80	59,586.80	61,643.40	63,754.60	65,956.80	68,195.40	70,579.60	73,018.40	75,493.60	78,132.60	82,937.40
17	\$28.03	\$29.00	\$30.01	\$31.03	\$32.09	\$33.20	\$34.36	\$35.54	\$36.76	\$38.03	\$39.34	\$40.67	\$42.10	\$43.55	\$45.08	\$47.93
	51,014.60	52,780.00	54,618.20	56,474.60	58,403.80	60,424.00	62,535.20	64,682.80	66,903.20	69,214.60	71,598.80	74,019.40	76,622.00	79,261.00	82,045.60	87,232.60
18	\$29.44	\$30.43	\$31.50	\$32.58	\$33.71	\$34.89	\$36.09	\$37.33	\$38.61	\$39.93	\$41.32	\$42.76	\$44.23	\$45.79	\$47.35	\$50.30
	53,580.80	55,382.60	57,330.00	59,295.60	61,352.20	63,499.80	65,683.80	67,940.60	70,270.20	72,672.60	75,202.40	77,823.20	80,498.60	83,337.80	86,177.00	91,546.00
19	\$30.92	\$32.00	\$33.10	\$34.23	\$35.41	\$36.63	\$37.91	\$39.20	\$40.55	\$41.94	\$43.39	\$44.90	\$46.48	\$48.05	\$49.71	\$52.78
	56,274.40	58,240.00	60,242.00	62,298.60	64,446.20	66,666.60	68,996.20	71,344.00	73,801.00	76,330.80	78,969.80	81,718.00	84,593.60	87,451.00	90,472.20	96,059.60

Grade/Step 70 hrs 16 step table **Jan 2021**

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$32.49	\$33.60	\$34.76	\$35.96	\$37.21	\$38.50	\$39.81	\$41.18	\$42.61	\$44.07	\$45.57	\$47.18	\$48.80	\$50.46	\$52.22	\$55.44
	59,131.80	61,152.00	63,263.20	65,447.20	67,722.20	70,070.00	72,454.20	74,947.60	77,550.20	80,207.40	82,937.40	85,867.60	88,816.00	91,837.20	95,040.40	100,900.80
21	\$34.07	\$35.24	\$36.46	\$37.73	\$39.01	\$40.37	\$41.77	\$43.20	\$44.68	\$46.21	\$47.86	\$49.49	\$51.18	\$52.95	\$54.80	\$58.22
	62,007.40	64,136.80	66,357.20	68,668.60	70,998.20	73,473.40	76,021.40	78,624.00	81,317.60	84,102.20	87,105.20	90,071.80	93,147.60	96,369.00	99,736.00	105,960.40
22	\$35.79	\$37.03	\$38.29	\$39.63	\$41.02	\$42.42	\$43.87	\$45.38	\$46.92	\$48.59	\$50.26	\$52.00	\$53.78	\$55.65	\$57.55	\$61.14
	65,137.80	67,394.60	69,687.80	72,126.60	74,656.40	77,204.40	79,843.40	82,591.60	85,394.40	88,433.80	91,473.20	94,640.00	97,879.60	101,283.00	104,741.00	111,274.80
23	\$37.56	\$38.86	\$40.22	\$41.60	\$43.02	\$44.50	\$46.03	\$47.61	\$49.28	\$50.98	\$52.74	\$54.54	\$56.44	\$58.35	\$60.40	\$64.23
	68,359.20	70,725.20	73,200.40	75,712.00	78,296.40	80,990.00	83,774.60	86,650.20	89,689.60	92,783.60	95,986.80	99,262.80	102,720.80	106,197.00	109,928.00	116,898.60
24	\$39.45	\$40.81	\$42.21	\$43.67	\$45.18	\$46.73	\$48.32	\$50.02	\$51.73	\$53.52	\$55.35	\$57.28	\$59.25	\$61.30	\$63.42	\$67.41
	71,799.00	74,274.20	76,822.20	79,479.40	82,227.60	85,048.60	87,942.40	91,036.40	94,148.60	97,406.40	100,737.00	104,249.60	107,835.00	111,566.00	115,424.40	122,686.20
25	\$41.40	\$42.84	\$44.35	\$45.86	\$47.42	\$49.04	\$50.75	\$52.51	\$54.31	\$56.19	\$58.13	\$60.12	\$62.21	\$64.35	\$66.56	\$70.73
	75,348.00	77,968.80	80,717.00	83,465.20	86,304.40	89,252.80	92,365.00	95,568.20	98,844.20	102,265.80	105,796.60	109,418.40	113,222.20	117,117.00	121,139.20	128,728.60
26	\$43.47	\$45.02	\$46.56	\$48.14	\$49.79	\$51.52	\$53.31	\$55.13	\$57.05	\$58.99	\$61.06	\$63.15	\$65.34	\$67.60	\$69.91	\$74.28
	79,115.40	81,936.40	84,739.20	87,614.80	90,617.80	93,766.40	97,024.20	100,336.60	103,831.00	107,361.80	111,129.20	114,933.00	118,918.80	123,032.00	127,236.20	135,189.60
27	\$45.71	\$47.29	\$48.90	\$50.58	\$52.31	\$54.15	\$55.99	\$57.95	\$59.93	\$62.00	\$64.14	\$66.35	\$68.64	\$71.01	\$73.47	\$78.02
	83,192.20	86,067.80	88,998.00	92,055.60	95,204.20	98,553.00	101,901.80	105,469.00	109,072.60	112,840.00	116,734.80	120,757.00	124,924.80	129,238.20	133,715.40	141,996.40
28	\$47.98	\$49.62	\$51.34	\$53.09	\$54.94	\$56.81	\$58.80	\$60.81	\$62.93	\$65.09	\$67.34	\$69.65	\$72.04	\$74.53	\$77.10	\$81.86
	87,323.60	90,308.40	93,438.80	96,623.80	99,990.80	103,394.20	107,016.00	110,674.20	114,532.60	118,463.80	122,558.80	126,763.00	131,112.80	135,644.60	140,322.00	148,985.20

Grade/Step 80 hrs 11 Steps Jan 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$19.23	\$20.85	\$21.91
									\$39,998.40	\$43,368.00	\$45,572.80
02								\$19.23	\$20.57	\$21.74	\$22.94
								\$39,998.40	\$42,785.60	\$45,219.20	\$47,715.20
03							\$19.23	\$20.57	\$21.74	\$22.94	\$24.19
							\$39,998.40	\$42,785.60	\$45,219.20	\$47,715.20	\$50,315.20
04						\$19.23	\$20.49	\$21.65	\$22.84	\$24.10	\$25.44
						\$39,998.40	\$42,619.20	\$45,032.00	\$47,507.20	\$50,128.00	\$52,915.20
05					\$19.23	\$20.46	\$21.61	\$22.80	\$24.01	\$25.30	\$26.71
					\$39,998.40	\$42,556.80	\$44,948.80	\$47,424.00	\$49,940.80	\$52,624.00	\$55,556.80
06				\$19.23	\$20.31	\$21.46	\$22.55	\$23.84	\$25.13	\$26.54	\$28.01
				\$39,998.40	\$42,244.80	\$44,636.80	\$46,904.00	\$49,587.20	\$52,270.40	\$55,203.20	\$58,260.80
07			\$19.23	\$20.23	\$21.30	\$22.45	\$23.73	\$25.04	\$26.41	\$27.83	\$29.39
			\$39,998.40	\$42,078.40	\$44,304.00	\$46,696.00	\$49,358.40	\$52,083.20	\$54,932.80	\$57,886.40	\$61,131.20
08		\$19.23	\$20.12	\$21.20	\$22.39	\$23.59	\$24.93	\$26.29	\$27.71	\$29.24	\$30.88
		\$39,998.40	\$41,849.60	\$44,096.00	\$46,571.20	\$49,067.20	\$51,854.40	\$54,683.20	\$57,636.80	\$60,819.20	\$64,230.40
09	\$19.23	\$19.99	\$21.10	\$22.31	\$23.54	\$24.82	\$26.15	\$27.61	\$29.08	\$30.73	\$32.37
	\$39,998.40	\$41,579.20	\$43,888.00	\$46,404.80	\$48,963.20	\$51,625.60	\$54,392.00	\$57,428.80	\$60,486.40	\$63,918.40	\$67,329.60
10	\$19.92	\$21.01	\$22.20	\$23.44	\$24.69	\$26.02	\$27.50	\$29.00	\$30.55	\$32.27	\$34.02
	\$41,433.60	\$43,700.80	\$46,176.00	\$48,755.20	\$51,355.20	\$54,121.60	\$57,200.00	\$60,320.00	\$63,544.00	\$67,121.60	\$70,761.60
11	\$20.93	\$22.12	\$23.26	\$24.57	\$25.92	\$27.34	\$28.88	\$30.45	\$32.09	\$33.91	\$35.76
	\$43,534.40	\$46,009.60	\$48,380.80	\$51,105.60	\$53,913.60	\$56,867.20	\$60,070.40	\$63,336.00	\$66,747.20	\$70,532.80	\$74,380.80
12	\$21.92	\$23.15	\$24.43	\$25.81	\$27.25	\$28.69	\$30.30	\$31.98	\$33.72	\$35.59	\$37.52
	\$45,593.60	\$48,152.00	\$50,814.40	\$53,684.80	\$56,680.00	\$59,675.20	\$63,024.00	\$66,518.40	\$70,137.60	\$74,027.20	\$78,041.60
13	\$23.05	\$24.31	\$25.68	\$27.09	\$28.53	\$30.15	\$31.77	\$33.56	\$35.39	\$37.33	\$39.40
	\$47,944.00	\$50,564.80	\$53,414.40	\$56,347.20	\$59,342.40	\$62,712.00	\$66,081.60	\$69,804.80	\$73,611.20	\$77,646.40	\$81,952.00
14	\$24.21	\$25.54	\$26.95	\$28.44	\$30.02	\$31.66	\$33.41	\$35.23	\$37.20	\$39.19	\$41.37
	\$50,356.80	\$53,123.20	\$56,056.00	\$59,155.20	\$62,441.60	\$65,852.80	\$69,492.80	\$73,278.40	\$77,376.00	\$81,515.20	\$86,049.60

Grade/Step 80 hrs 11 Steps Jan 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$25.46	\$26.81	\$28.32	\$29.83	\$31.51	\$33.24	\$35.06	\$36.96	\$39.02	\$41.16	\$43.42
	\$52,956.80	\$55,764.80	\$58,905.60	\$62,046.40	\$65,540.80	\$69,139.20	\$72,924.80	\$76,876.80	\$81,161.60	\$85,612.80	\$90,313.60
16	\$26.70	\$28.18	\$29.74	\$31.38	\$33.12	\$34.92	\$36.83	\$38.88	\$40.98	\$43.25	\$45.57
	\$55,536.00	\$58,614.40	\$61,859.20	\$65,270.40	\$68,889.60	\$72,633.60	\$76,606.40	\$80,870.40	\$85,238.40	\$89,960.00	\$94,785.60
17	\$28.03	\$29.62	\$31.18	\$32.92	\$34.73	\$36.65	\$38.66	\$40.81	\$43.03	\$45.38	\$47.93
	\$58,302.40	\$61,609.60	\$64,854.40	\$68,473.60	\$72,238.40	\$76,232.00	\$80,412.80	\$84,884.80	\$89,502.40	\$94,390.40	\$99,694.40
18	\$29.44	\$31.05	\$32.74	\$34.55	\$36.49	\$38.51	\$40.64	\$42.82	\$45.20	\$47.62	\$50.30
	\$61,235.20	\$64,584.00	\$68,099.20	\$71,864.00	\$75,899.20	\$80,100.80	\$84,531.20	\$89,065.60	\$94,016.00	\$99,049.60	\$104,624.00
19	\$30.92	\$32.61	\$34.43	\$36.32	\$38.28	\$40.40	\$42.64	\$44.99	\$47.46	\$50.05	\$52.78
	\$64,313.60	\$67,828.80	\$71,614.40	\$75,545.60	\$79,622.40	\$84,032.00	\$88,691.20	\$93,579.20	\$98,716.80	\$104,104.00	\$109,782.40
20	\$32.49	\$34.28	\$36.14	\$38.12	\$40.23	\$42.45	\$44.74	\$47.28	\$49.82	\$52.58	\$55.44
	\$67,579.20	\$71,302.40	\$75,171.20	\$79,289.60	\$83,678.40	\$88,296.00	\$93,059.20	\$98,342.40	\$103,625.60	\$109,366.40	\$115,315.20
21	\$34.07	\$35.96	\$37.96	\$40.05	\$42.20	\$44.56	\$46.92	\$49.58	\$52.29	\$55.14	\$58.22
	\$70,865.60	\$74,796.80	\$78,956.80	\$83,304.00	\$87,776.00	\$92,684.80	\$97,593.60	\$103,126.40	\$108,763.20	\$114,691.20	\$121,097.60
22	\$35.79	\$37.76	\$39.81	\$42.03	\$44.35	\$46.76	\$49.34	\$52.07	\$54.96	\$57.98	\$61.14
	\$74,443.20	\$78,540.80	\$82,804.80	\$87,422.40	\$92,248.00	\$97,260.80	\$102,627.20	\$108,305.60	\$114,316.80	\$120,598.40	\$127,171.20
23	\$37.56	\$39.66	\$41.85	\$44.11	\$46.56	\$49.09	\$51.83	\$54.69	\$57.68	\$60.83	\$64.23
	\$78,124.80	\$82,492.80	\$87,048.00	\$91,748.80	\$96,844.80	\$102,107.20	\$107,806.40	\$113,755.20	\$119,974.40	\$126,526.40	\$133,598.40
24	\$39.45	\$41.60	\$43.92	\$46.29	\$48.90	\$51.56	\$54.38	\$57.39	\$60.53	\$63.84	\$67.41
	\$82,056.00	\$86,528.00	\$91,353.60	\$96,283.20	\$101,712.00	\$107,244.80	\$113,110.40	\$119,371.20	\$125,902.40	\$132,787.20	\$140,212.80
25	\$41.40	\$43.73	\$46.10	\$48.64	\$51.32	\$54.15	\$57.10	\$60.24	\$63.60	\$67.06	\$70.73
	\$86,112.00	\$90,958.40	\$95,888.00	\$101,171.20	\$106,745.60	\$112,632.00	\$118,768.00	\$125,299.20	\$132,288.00	\$139,484.80	\$147,118.40
26	\$43.47	\$45.91	\$48.36	\$51.07	\$53.89	\$56.81	\$59.99	\$63.23	\$66.77	\$70.44	\$74.28
	\$90,417.60	\$95,492.80	\$100,588.80	\$106,225.60	\$112,091.20	\$118,164.80	\$124,779.20	\$131,518.40	\$138,881.60	\$146,515.20	\$154,502.40
27	\$45.71	\$48.17	\$50.81	\$53.62	\$56.59	\$59.66	\$63.02	\$66.41	\$70.16	\$73.97	\$78.02
	\$95,076.80	\$100,193.60	\$105,684.80	\$111,529.60	\$117,707.20	\$124,092.80	\$131,081.60	\$138,132.80	\$145,932.80	\$153,857.60	\$162,281.60
28	\$47.98	\$50.62	\$53.38	\$56.32	\$59.44	\$62.66	\$66.11	\$69.77	\$73.59	\$77.64	\$81.86
	\$99,798.40	\$105,289.60	\$111,030.40	\$117,145.60	\$123,635.20	\$130,332.80	\$137,508.80	\$145,121.60	\$153,067.20	\$161,491.20	\$170,268.80

Grade/Step 80 hrs 11 Steps Jan 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$19.23	\$19.83	\$20.89	\$21.92	\$23.25	\$24.49
						\$39,998.40	\$41,246.40	\$43,451.20	\$45,593.60	\$48,360.00	\$50,939.20
B				\$19.23	\$20.62	\$21.76	\$22.94	\$24.20	\$25.49	\$26.87	\$28.36
				\$39,998.40	\$42,889.60	\$45,260.80	\$47,715.20	\$50,336.00	\$53,019.20	\$55,889.60	\$58,988.80
C	\$19.23	\$20.31	\$21.34	\$22.49	\$23.80	\$25.11	\$26.51	\$27.96	\$29.53	\$31.11	\$32.79
	\$39,998.40	\$42,244.80	\$44,387.20	\$46,779.20	\$49,504.00	\$52,228.80	\$55,140.80	\$58,156.80	\$61,422.40	\$64,708.80	\$68,203.20
C+	\$19.85	\$20.91	\$21.91	\$23.11	\$24.39	\$25.72	\$27.10	\$28.49	\$30.13	\$31.69	\$33.39
	\$41,288.00	\$43,492.80	\$45,572.80	\$48,068.80	\$50,731.20	\$53,497.60	\$56,368.00	\$59,259.20	\$62,670.40	\$65,915.20	\$69,451.20
D	\$21.15	\$22.39	\$23.57	\$24.92	\$26.29	\$27.72	\$29.22	\$30.87	\$32.57	\$34.38	\$36.21
	\$43,992.00	\$46,571.20	\$49,025.60	\$51,833.60	\$54,683.20	\$57,657.60	\$60,777.60	\$64,209.60	\$67,745.60	\$71,510.40	\$75,316.80
E	\$22.34	\$23.52	\$24.80	\$26.12	\$27.51	\$29.02	\$30.78	\$32.35	\$34.20	\$35.96	\$37.97
	\$46,467.20	\$48,921.60	\$51,584.00	\$54,329.60	\$57,220.80	\$60,361.60	\$64,022.40	\$67,288.00	\$71,136.00	\$74,796.80	\$78,977.60
F	\$24.52	\$25.89	\$27.27	\$28.80	\$30.34	\$31.98	\$33.86	\$35.78	\$37.69	\$39.74	\$41.94
	\$51,001.60	\$53,851.20	\$56,721.60	\$59,904.00	\$63,107.20	\$66,518.40	\$70,428.80	\$74,422.40	\$78,395.20	\$82,659.20	\$87,235.20
G	\$25.77	\$27.19	\$28.69	\$30.24	\$31.85	\$33.71	\$35.62	\$37.47	\$39.57	\$41.68	\$43.98
	\$53,601.60	\$56,555.20	\$59,675.20	\$62,899.20	\$66,248.00	\$70,116.80	\$74,089.60	\$77,937.60	\$82,305.60	\$86,694.40	\$91,478.40
H	\$28.39	\$29.89	\$31.65	\$33.34	\$35.12	\$37.19	\$39.11	\$41.32	\$43.55	\$45.98	\$48.51
	\$59,051.20	\$62,171.20	\$65,832.00	\$69,347.20	\$73,049.60	\$77,355.20	\$81,348.80	\$85,945.60	\$90,584.00	\$95,638.40	\$100,900.80
I	\$31.65	\$33.27	\$35.12	\$37.19	\$39.11	\$41.32	\$43.55	\$45.98	\$48.51	\$51.21	\$54.15
	\$65,832.00	\$69,201.60	\$73,049.60	\$77,355.20	\$81,348.80	\$85,945.60	\$90,584.00	\$95,638.40	\$100,900.80	\$106,516.80	\$112,632.00

Grade/Step 80 hrs 16 step table

Jan 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$19.23	\$19.90	\$20.59	\$21.91
													39,998.40	41,392.00	42,827.20	45,572.80
02											\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.94
											39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,715.20
03										\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$24.19
										39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	50,315.20
04								\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.44
								39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,915.20
05							\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.71
							39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	55,556.80
06					\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$28.01
					39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	54,308.80	56,160.00	58,260.80
07				\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$29.39
				39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	54,308.80	56,160.00	58,156.80	61,131.20
08			\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$28.92	\$30.88
			39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	54,308.80	56,160.00	58,156.80	60,153.60	64,230.40
09	\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$28.92	\$29.89	\$30.93	\$32.37
	39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	54,308.80	56,160.00	58,156.80	60,153.60	62,171.20	64,334.40	67,329.60
10	\$19.92	\$20.62	\$21.32	\$22.05	\$22.82	\$23.60	\$24.40	\$25.26	\$26.12	\$27.01	\$27.97	\$28.94	\$29.91	\$30.94	\$32.02	\$34.02
	41,433.60	42,889.60	44,345.60	45,864.00	47,465.60	49,088.00	50,752.00	52,540.80	54,329.60	56,180.80	58,177.60	60,195.20	62,212.80	64,355.20	66,601.60	70,761.60
11	\$20.93	\$21.66	\$22.42	\$23.18	\$23.98	\$24.82	\$25.68	\$26.57	\$27.47	\$28.43	\$29.42	\$30.42	\$31.48	\$32.57	\$33.70	\$35.76
	43,534.40	45,052.80	46,633.60	48,214.40	49,878.40	51,625.60	53,414.40	55,265.60	57,137.60	59,134.40	61,193.60	63,273.60	65,478.40	67,745.60	70,096.00	74,380.80
12	\$21.92	\$22.68	\$23.48	\$24.28	\$25.11	\$25.97	\$26.87	\$27.79	\$28.75	\$29.74	\$30.78	\$31.85	\$32.94	\$34.08	\$35.25	\$37.52
	45,593.60	47,174.40	48,838.40	50,502.40	52,228.80	54,017.60	55,889.60	57,803.20	59,800.00	61,859.20	64,022.40	66,248.00	68,515.20	70,886.40	73,320.00	78,041.60
13	\$23.05	\$23.82	\$24.66	\$25.51	\$26.38	\$27.31	\$28.25	\$29.21	\$30.22	\$31.28	\$32.33	\$33.45	\$34.61	\$35.79	\$37.03	\$39.40
	47,944.00	49,545.60	51,292.80	53,060.80	54,870.40	56,804.80	58,760.00	60,756.80	62,857.60	65,062.40	67,246.40	69,576.00	71,988.80	74,443.20	77,022.40	81,952.00
14	\$24.21	\$25.03	\$25.90	\$26.78	\$27.71	\$28.65	\$29.67	\$30.69	\$31.73	\$32.83	\$33.95	\$35.12	\$36.34	\$37.59	\$38.88	\$41.37
	50,356.80	52,062.40	53,872.00	55,702.40	57,636.80	59,592.00	61,713.60	63,835.20	65,998.40	68,286.40	70,616.00	73,049.60	75,587.20	78,187.20	80,870.40	86,049.60
15	\$25.46	\$26.32	\$27.26	\$28.18	\$29.15	\$30.17	\$31.20	\$32.28	\$33.39	\$34.54	\$35.74	\$36.97	\$38.24	\$39.57	\$40.97	\$43.42
	52,956.80	54,745.60	56,700.80	58,614.40	60,632.00	62,753.60	64,896.00	67,142.40	69,451.20	71,843.20	74,339.20	76,897.60	79,539.20	82,305.60	85,217.60	90,313.60
16	\$26.70	\$27.63	\$28.57	\$29.58	\$30.58	\$31.64	\$32.74	\$33.87	\$35.03	\$36.24	\$37.47	\$38.78	\$40.12	\$41.48	\$42.93	\$45.57
	55,536.00	57,470.40	59,425.60	61,526.40	63,606.40	65,811.20	68,099.20	70,449.60	72,862.40	75,379.20	77,937.60	80,662.40	83,449.60	86,278.40	89,294.40	94,785.60
17	\$28.03	\$29.00	\$30.01	\$31.03	\$32.09	\$33.20	\$34.36	\$35.54	\$36.76	\$38.03	\$39.34	\$40.67	\$42.10	\$43.55	\$45.08	\$47.93
	58,302.40	60,320.00	62,420.80	64,542.40	66,747.20	69,056.00	71,468.80	73,923.20	76,460.80	79,102.40	81,827.20	84,593.60	87,568.00	90,584.00	93,766.40	99,694.40
18	\$29.44	\$30.43	\$31.50	\$32.58	\$33.71	\$34.89	\$36.09	\$37.33	\$38.61	\$39.93	\$41.32	\$42.76	\$44.23	\$45.79	\$47.35	\$50.30
	61,235.20	63,294.40	65,520.00	67,766.40	70,116.80	72,571.20	75,067.20	77,646.40	80,308.80	83,054.40	85,945.60	88,940.80	91,998.40	95,243.20	98,488.00	104,624.00
19	\$30.92	\$32.00	\$33.10	\$34.23	\$35.41	\$36.63	\$37.91	\$39.20	\$40.55	\$41.94	\$43.39	\$44.90	\$46.48	\$48.05	\$49.71	\$52.78
	64,313.60	66,560.00	68,848.00	71,198.40	73,652.80	76,190.40	78,852.80	81,536.00	84,344.00	87,235.20	90,251.20	93,392.00	96,678.40	99,944.00	103,396.80	109,782.40

Grade/Step 80 hrs 16 step table

Jan 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$32.49	\$33.60	\$34.76	\$35.96	\$37.21	\$38.50	\$39.81	\$41.18	\$42.61	\$44.07	\$45.57	\$47.18	\$48.80	\$50.46	\$52.22	\$55.44
	67,579.20	69,888.00	72,300.80	74,796.80	77,396.80	80,080.00	82,804.80	85,654.40	88,628.80	91,665.60	94,785.60	98,134.40	101,504.00	104,956.80	108,617.60	115,315.20
21	\$34.07	\$35.24	\$36.46	\$37.73	\$39.01	\$40.37	\$41.77	\$43.20	\$44.68	\$46.21	\$47.86	\$49.49	\$51.18	\$52.95	\$54.80	\$58.22
	70,865.60	73,299.20	75,836.80	78,478.40	81,140.80	83,969.60	86,881.60	89,856.00	92,934.40	96,116.80	99,548.80	102,939.20	106,454.40	110,136.00	113,984.00	121,097.60
22	\$35.79	\$37.03	\$38.29	\$39.63	\$41.02	\$42.42	\$43.87	\$45.38	\$46.92	\$48.59	\$50.26	\$52.00	\$53.78	\$55.65	\$57.55	\$61.14
	74,443.20	77,022.40	79,643.20	82,430.40	85,321.60	88,233.60	91,249.60	94,390.40	97,593.60	101,067.20	104,540.80	108,160.00	111,862.40	115,752.00	119,704.00	127,171.20
23	\$37.56	\$38.86	\$40.22	\$41.60	\$43.02	\$44.50	\$46.03	\$47.61	\$49.28	\$50.98	\$52.74	\$54.54	\$56.44	\$58.35	\$60.40	\$64.23
	78,124.80	80,828.80	83,657.60	86,528.00	89,481.60	92,560.00	95,742.40	99,028.80	102,502.40	106,038.40	109,699.20	113,443.20	117,395.20	121,368.00	125,632.00	133,598.40
24	\$39.45	\$40.81	\$42.21	\$43.67	\$45.18	\$46.73	\$48.32	\$50.02	\$51.73	\$53.52	\$55.35	\$57.28	\$59.25	\$61.30	\$63.42	\$67.41
	82,056.00	84,884.80	87,796.80	90,833.60	93,974.40	97,198.40	100,505.60	104,041.60	107,598.40	111,321.60	115,128.00	119,142.40	123,240.00	127,504.00	131,913.60	140,212.80
25	\$41.40	\$42.84	\$44.35	\$45.86	\$47.42	\$49.04	\$50.75	\$52.51	\$54.31	\$56.19	\$58.13	\$60.12	\$62.21	\$64.35	\$66.56	\$70.73
	86,112.00	89,107.20	92,248.00	95,388.80	98,633.60	102,003.20	105,560.00	109,220.80	112,964.80	116,875.20	120,910.40	125,049.60	129,396.80	133,848.00	138,444.80	147,118.40
26	\$43.47	\$45.02	\$46.56	\$48.14	\$49.79	\$51.52	\$53.31	\$55.13	\$57.05	\$58.99	\$61.06	\$63.15	\$65.34	\$67.60	\$69.91	\$74.28
	90,417.60	93,641.60	96,844.80	100,131.20	103,563.20	107,161.60	110,884.80	114,670.40	118,664.00	122,699.20	127,004.80	131,352.00	135,907.20	140,608.00	145,412.80	154,502.40
27	\$45.71	\$47.29	\$48.90	\$50.58	\$52.31	\$54.15	\$55.99	\$57.95	\$59.93	\$62.00	\$64.14	\$66.35	\$68.64	\$71.01	\$73.47	\$78.02
	95,076.80	98,363.20	101,712.00	105,206.40	108,804.80	112,632.00	116,459.20	120,536.00	124,654.40	128,960.00	133,411.20	138,008.00	142,771.20	147,700.80	152,817.60	162,281.60
28	\$47.98	\$49.62	\$51.34	\$53.09	\$54.94	\$56.81	\$58.80	\$60.81	\$62.93	\$65.09	\$67.34	\$69.65	\$72.04	\$74.53	\$77.10	\$81.86
	99,798.40	103,209.60	106,787.20	110,427.20	114,275.20	118,164.80	122,304.00	126,484.80	130,894.40	135,387.20	140,067.20	144,872.00	149,843.20	155,022.40	160,368.00	170,268.80
A									\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.49
									39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,939.20
B					\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$28.36
					39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	54,308.80	56,160.00	58,988.80
C	\$19.23	\$19.90	\$20.59	\$21.30	\$22.04	\$22.80	\$23.59	\$24.39	\$25.23	\$26.11	\$27.00	\$27.96	\$28.92	\$29.89	\$30.93	\$32.79
	39,998.40	41,392.00	42,827.20	44,304.00	45,843.20	47,424.00	49,067.20	50,731.20	52,478.40	54,308.80	56,160.00	58,156.80	60,153.60	62,171.20	64,334.40	68,203.20
C+	\$19.85	\$20.52	\$21.23	\$21.96	\$22.71	\$23.51	\$24.30	\$25.14	\$26.00	\$26.90	\$27.84	\$28.81	\$29.78	\$30.83	\$31.89	\$33.39
	41,288.00	42,681.60	44,158.40	45,676.80	47,236.80	48,900.80	50,544.00	52,291.20	54,080.00	55,952.00	57,907.20	59,924.80	61,942.40	64,126.40	66,331.20	69,451.20
D	\$21.15	\$21.87	\$22.62	\$23.42	\$24.23	\$25.05	\$25.92	\$26.81	\$27.73	\$28.69	\$29.69	\$30.71	\$31.75	\$32.85	\$33.97	\$36.21
	43,992.00	45,489.60	47,049.60	48,713.60	50,398.40	52,104.00	53,913.60	55,764.80	57,678.40	59,675.20	61,755.20	63,876.80	66,040.00	68,328.00	70,657.60	75,316.80
E	\$22.34	\$23.10	\$23.88	\$24.72	\$25.57	\$26.47	\$27.36	\$28.31	\$29.27	\$30.30	\$31.34	\$32.41	\$33.52	\$34.67	\$35.86	\$37.97
	46,467.20	48,048.00	49,670.40	51,417.60	53,185.60	55,057.60	56,908.80	58,884.80	60,881.60	63,024.00	65,187.20	67,412.80	69,721.60	72,113.60	74,588.80	78,977.60
F	\$24.52	\$25.36	\$26.24	\$27.16	\$28.09	\$29.05	\$30.06	\$31.11	\$32.18	\$33.30	\$34.45	\$35.65	\$36.86	\$38.13	\$39.46	\$41.94
	51,001.60	52,748.80	54,579.20	56,492.80	58,427.20	60,424.00	62,524.80	64,708.80	66,934.40	69,264.00	71,656.00	74,152.00	76,668.80	79,310.40	82,076.80	87,235.20
G	\$25.77	\$26.65	\$27.55	\$28.51	\$29.52	\$30.50	\$31.56	\$32.65	\$33.78	\$34.96	\$36.16	\$37.39	\$38.69	\$40.02	\$41.38	\$43.98
	53,601.60	55,432.00	57,304.00	59,300.80	61,401.60	63,440.00	65,644.80	67,912.00	70,262.40	72,716.80	75,212.80	77,771.20	80,475.20	83,241.60	86,070.40	91,478.40
H	\$28.39	\$29.33	\$30.38	\$31.41	\$32.50	\$33.62	\$34.77	\$35.97	\$37.22	\$38.51	\$39.83	\$41.19	\$42.62	\$44.08	\$45.58	\$48.51
	59,051.20	61,006.40	63,190.40	65,332.80	67,600.00	69,929.60	72,321.60	74,817.60	77,417.60	80,100.80	82,846.40	85,675.20	88,649.60	91,686.40	94,806.40	100,900.80
I	\$31.65	\$32.75	\$33.88	\$35.04	\$36.25	\$37.48	\$38.79	\$40.13	\$41.50	\$42.94	\$44.43	\$45.95	\$47.52	\$49.15	\$50.86	\$54.15
	65,832.00	68,120.00	70,470.40	72,883.20	75,400.00	77,958.40	80,683.20	83,470.40	86,320.00	89,315.20	92,414.40	95,576.00	98,841.60	102,232.00	105,788.80	112,632.00

Grade/Step 70 hrs 11 Steps

Jul 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$19.52	\$21.16	\$22.24
									\$35,526.40	\$38,511.20	\$40,476.80
02								\$19.52	\$20.88	\$22.07	\$23.28
								\$35,526.40	\$38,001.60	\$40,167.40	\$42,369.60
03							\$19.52	\$20.88	\$22.07	\$23.28	\$24.55
							\$35,526.40	\$38,001.60	\$40,167.40	\$42,369.60	\$44,681.00
04						\$19.52	\$20.80	\$21.97	\$23.18	\$24.46	\$25.82
						\$35,526.40	\$37,856.00	\$39,985.40	\$42,187.60	\$44,517.20	\$46,992.40
05					\$19.52	\$20.77	\$21.93	\$23.14	\$24.37	\$25.68	\$27.11
					\$35,526.40	\$37,801.40	\$39,912.60	\$42,114.80	\$44,353.40	\$46,737.60	\$49,340.20
06				\$19.52	\$20.61	\$21.78	\$22.89	\$24.20	\$25.51	\$26.94	\$28.43
				\$35,526.40	\$37,510.20	\$39,639.60	\$41,659.80	\$44,044.00	\$46,428.20	\$49,030.80	\$51,742.60
07			\$19.52	\$20.53	\$21.62	\$22.79	\$24.09	\$25.42	\$26.81	\$28.25	\$29.83
			\$35,526.40	\$37,364.60	\$39,348.40	\$41,477.80	\$43,843.80	\$46,264.40	\$48,794.20	\$51,415.00	\$54,290.60
08		\$19.52	\$20.42	\$21.52	\$22.73	\$23.94	\$25.30	\$26.68	\$28.13	\$29.68	\$31.34
		\$35,526.40	\$37,164.40	\$39,166.40	\$41,368.60	\$43,570.80	\$46,046.00	\$48,557.60	\$51,196.60	\$54,017.60	\$57,038.80
09	\$19.52	\$20.29	\$21.42	\$22.64	\$23.89	\$25.19	\$26.54	\$28.02	\$29.52	\$31.19	\$32.86
	\$35,526.40	\$36,927.80	\$38,984.40	\$41,204.80	\$43,479.80	\$45,845.80	\$48,302.80	\$50,996.40	\$53,726.40	\$56,765.80	\$59,805.20
10	\$20.22	\$21.33	\$22.53	\$23.79	\$25.06	\$26.41	\$27.91	\$29.44	\$31.01	\$32.75	\$34.53
	\$36,800.40	\$38,820.60	\$41,004.60	\$43,297.80	\$45,609.20	\$48,066.20	\$50,796.20	\$53,580.80	\$56,438.20	\$59,605.00	\$62,844.60
11	\$21.24	\$22.45	\$23.61	\$24.94	\$26.31	\$27.75	\$29.31	\$30.91	\$32.57	\$34.42	\$36.30
	\$38,656.80	\$40,859.00	\$42,970.20	\$45,390.80	\$47,884.20	\$50,505.00	\$53,344.20	\$56,256.20	\$59,277.40	\$62,644.40	\$66,066.00
12	\$22.25	\$23.50	\$24.80	\$26.20	\$27.66	\$29.12	\$30.75	\$32.46	\$34.23	\$36.12	\$38.08
	\$40,495.00	\$42,770.00	\$45,136.00	\$47,684.00	\$50,341.20	\$52,998.40	\$55,965.00	\$59,077.20	\$62,298.60	\$65,738.40	\$69,305.60
13	\$23.40	\$24.67	\$26.07	\$27.50	\$28.96	\$30.60	\$32.25	\$34.06	\$35.92	\$37.89	\$39.99
	\$42,588.00	\$44,899.40	\$47,447.40	\$50,050.00	\$52,707.20	\$55,692.00	\$58,695.00	\$61,989.20	\$65,374.40	\$68,959.80	\$72,781.80
14	\$24.57	\$25.92	\$27.35	\$28.87	\$30.47	\$32.13	\$33.91	\$35.76	\$37.76	\$39.78	\$41.99
	\$44,717.40	\$47,174.40	\$49,777.00	\$52,543.40	\$55,455.40	\$58,476.60	\$61,716.20	\$65,083.20	\$68,723.20	\$72,399.60	\$76,421.80

Grade/Step 70 hrs 11 Steps

Jul 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$25.84	\$27.21	\$28.74	\$30.28	\$31.98	\$33.74	\$35.59	\$37.51	\$39.61	\$41.78	\$44.07
	\$47,028.80	\$49,522.20	\$52,306.80	\$55,109.60	\$58,203.60	\$61,406.80	\$64,773.80	\$68,268.20	\$72,090.20	\$76,039.60	\$80,207.40
16	\$27.10	\$28.60	\$30.19	\$31.85	\$33.62	\$35.44	\$37.38	\$39.46	\$41.59	\$43.90	\$46.25
	\$49,322.00	\$52,052.00	\$54,945.80	\$57,967.00	\$61,188.40	\$64,500.80	\$68,031.60	\$71,817.20	\$75,693.80	\$79,898.00	\$84,175.00
17	\$28.45	\$30.06	\$31.65	\$33.41	\$35.25	\$37.20	\$39.24	\$41.42	\$43.68	\$46.06	\$48.65
	\$51,779.00	\$54,709.20	\$57,603.00	\$60,806.20	\$64,155.00	\$67,704.00	\$71,416.80	\$75,384.40	\$79,497.60	\$83,829.20	\$88,543.00
18	\$29.88	\$31.52	\$33.23	\$35.07	\$37.04	\$39.09	\$41.25	\$43.46	\$45.88	\$48.33	\$51.05
	\$54,381.60	\$57,366.40	\$60,478.60	\$63,827.40	\$67,412.80	\$71,143.80	\$75,075.00	\$79,097.20	\$83,501.60	\$87,960.60	\$92,911.00
19	\$31.38	\$33.10	\$34.95	\$36.86	\$38.85	\$41.01	\$43.28	\$45.66	\$48.17	\$50.80	\$53.57
	\$57,111.60	\$60,242.00	\$63,609.00	\$67,085.20	\$70,707.00	\$74,638.20	\$78,769.60	\$83,101.20	\$87,669.40	\$92,456.00	\$97,497.40
20	\$32.98	\$34.79	\$36.68	\$38.69	\$40.83	\$43.09	\$45.41	\$47.99	\$50.57	\$53.37	\$56.27
	\$60,023.60	\$63,317.80	\$66,757.60	\$70,415.80	\$74,310.60	\$78,423.80	\$82,646.20	\$87,341.80	\$92,037.40	\$97,133.40	\$102,411.40
21	\$34.58	\$36.50	\$38.53	\$40.65	\$42.83	\$45.23	\$47.62	\$50.32	\$53.07	\$55.97	\$59.09
	\$62,935.60	\$66,430.00	\$70,124.60	\$73,983.00	\$77,950.60	\$82,318.60	\$86,668.40	\$91,582.40	\$96,587.40	\$101,865.40	\$107,543.80
22	\$36.33	\$38.33	\$40.41	\$42.66	\$45.02	\$47.46	\$50.08	\$52.85	\$55.78	\$58.85	\$62.06
	\$66,120.60	\$69,760.60	\$73,546.20	\$77,641.20	\$81,936.40	\$86,377.20	\$91,145.60	\$96,187.00	\$101,519.60	\$107,107.00	\$112,949.20
23	\$38.12	\$40.25	\$42.48	\$44.77	\$47.26	\$49.83	\$52.61	\$55.51	\$58.55	\$61.74	\$65.19
	\$69,378.40	\$73,255.00	\$77,313.60	\$81,481.40	\$86,013.20	\$90,690.60	\$95,750.20	\$101,028.20	\$106,561.00	\$112,366.80	\$118,645.80
24	\$40.04	\$42.22	\$44.58	\$46.98	\$49.63	\$52.33	\$55.20	\$58.25	\$61.44	\$64.80	\$68.42
	\$72,872.80	\$76,840.40	\$81,135.60	\$85,503.60	\$90,326.60	\$95,240.60	\$100,464.00	\$106,015.00	\$111,820.80	\$117,936.00	\$124,524.40
25	\$42.02	\$44.39	\$46.79	\$49.37	\$52.09	\$54.96	\$57.96	\$61.14	\$64.55	\$68.07	\$71.79
	\$76,476.40	\$80,789.80	\$85,157.80	\$89,853.40	\$94,803.80	\$100,027.20	\$105,487.20	\$111,274.80	\$117,481.00	\$123,887.40	\$130,657.80
26	\$44.12	\$46.60	\$49.09	\$51.84	\$54.70	\$57.66	\$60.89	\$64.18	\$67.77	\$71.50	\$75.39
	\$80,298.40	\$84,812.00	\$89,343.80	\$94,348.80	\$99,554.00	\$104,941.20	\$110,819.80	\$116,807.60	\$123,341.40	\$130,130.00	\$137,209.80
27	\$46.40	\$48.89	\$51.57	\$54.42	\$57.44	\$60.55	\$63.97	\$67.41	\$71.21	\$75.08	\$79.19
	\$84,448.00	\$88,979.80	\$93,857.40	\$99,044.40	\$104,540.80	\$110,201.00	\$116,425.40	\$122,686.20	\$129,602.20	\$136,645.60	\$144,125.80
28	\$48.70	\$51.38	\$54.18	\$57.16	\$60.33	\$63.60	\$67.10	\$70.82	\$74.69	\$78.80	\$83.09
	\$88,634.00	\$93,511.60	\$98,607.60	\$104,031.20	\$109,800.60	\$115,752.00	\$122,122.00	\$128,892.40	\$135,935.80	\$143,416.00	\$151,223.80

Grade/Step 70 hrs 16 step table

Jul 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$19.52	\$20.20	\$20.90	\$22.24
													35,526.40	36,764.00	38,038.00	40,476.80
02											\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.28
											35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,369.60
03										\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$24.55
										35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	44,681.00
04								\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.82
								35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	43,570.80	45,063.20	46,992.40
05							\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$27.11
							35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	43,570.80	45,063.20	46,610.20	49,340.20
06					\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.43
					35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	43,570.80	45,063.20	46,610.20	48,230.00	49,868.00	51,742.60
07				\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.83
				35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	43,570.80	45,063.20	46,610.20	48,230.00	49,868.00	51,651.60	54,290.60
08			\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.35	\$31.34
			35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	43,570.80	45,063.20	46,610.20	48,230.00	49,868.00	51,651.60	53,417.00	57,038.80
09	\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.35	\$30.34	\$31.39	\$32.86
	35,526.40	36,764.00	38,038.00	39,348.40	40,713.40	42,114.80	43,570.80	45,063.20	46,610.20	48,230.00	49,868.00	51,651.60	53,417.00	55,218.80	57,129.80	59,805.20
10	\$20.22	\$20.93	\$21.64	\$22.38	\$23.16	\$23.95	\$24.77	\$25.64	\$26.51	\$27.42	\$28.39	\$29.37	\$30.36	\$31.40	\$32.50	\$34.53
	36,800.40	38,092.60	39,384.80	40,731.60	42,151.20	43,589.00	45,081.40	46,664.80	48,248.20	49,904.40	51,669.80	53,453.40	55,255.20	57,148.00	59,150.00	62,844.60
11	\$21.24	\$21.98	\$22.76	\$23.53	\$24.34	\$25.19	\$26.07	\$26.97	\$27.88	\$28.86	\$29.86	\$30.88	\$31.95	\$33.06	\$34.21	\$36.30
	38,656.80	40,003.60	41,423.20	42,824.60	44,298.80	45,845.80	47,447.40	49,085.40	50,741.60	52,525.20	54,345.20	56,201.60	58,149.00	60,169.20	62,262.20	66,066.00
12	\$22.25	\$23.02	\$23.83	\$24.64	\$25.49	\$26.36	\$27.27	\$28.21	\$29.18	\$30.19	\$31.24	\$32.33	\$33.43	\$34.59	\$35.78	\$38.08
	40,495.00	41,896.40	43,370.60	44,844.80	46,391.80	47,975.20	49,631.40	51,342.20	53,107.60	54,945.80	56,856.80	58,840.60	60,842.60	62,953.80	65,119.60	69,305.60
13	\$23.40	\$24.18	\$25.03	\$25.89	\$26.78	\$27.72	\$28.67	\$29.65	\$30.67	\$31.75	\$32.81	\$33.95	\$35.13	\$36.33	\$37.59	\$39.99
	42,588.00	44,007.60	45,554.60	47,119.80	48,739.60	50,450.40	52,179.40	53,963.00	55,819.40	57,785.00	59,714.20	61,789.00	63,936.60	66,120.60	68,413.80	72,781.80
14	\$24.57	\$25.41	\$26.29	\$27.18	\$28.13	\$29.08	\$30.12	\$31.15	\$32.21	\$33.32	\$34.46	\$35.65	\$36.89	\$38.15	\$39.46	\$41.99
	44,717.40	46,246.20	47,847.80	49,467.60	51,196.60	52,925.60	54,818.40	56,693.00	58,622.20	60,642.40	62,717.20	64,883.00	67,139.80	69,433.00	71,817.20	76,421.80
15	\$25.84	\$26.71	\$27.67	\$28.60	\$29.59	\$30.62	\$31.67	\$32.76	\$33.89	\$35.06	\$36.28	\$37.52	\$38.81	\$40.16	\$41.58	\$44.07
	47,028.80	48,612.20	50,359.40	52,052.00	53,853.80	55,728.40	57,639.40	59,623.20	61,679.80	63,809.20	66,029.60	68,286.40	70,634.20	73,091.20	75,675.60	80,207.40
16	\$27.10	\$28.04	\$29.00	\$30.02	\$31.04	\$32.11	\$33.23	\$34.38	\$35.56	\$36.78	\$38.03	\$39.36	\$40.72	\$42.10	\$43.57	\$46.25
	49,322.00	51,032.80	52,780.00	54,636.40	56,492.80	58,440.20	60,478.60	62,571.60	64,719.20	66,939.60	69,214.60	71,635.20	74,110.40	76,622.00	79,297.40	84,175.00
17	\$28.45	\$29.44	\$30.46	\$31.50	\$32.57	\$33.70	\$34.88	\$36.07	\$37.31	\$38.60	\$39.93	\$41.28	\$42.73	\$44.20	\$45.76	\$48.65
	51,779.00	53,580.80	55,437.20	57,330.00	59,277.40	61,334.00	63,481.60	65,647.40	67,904.20	70,252.00	72,672.60	75,129.60	77,768.60	80,444.00	83,283.20	88,543.00
18	\$29.88	\$30.89	\$31.97	\$33.07	\$34.22	\$35.41	\$36.63	\$37.89	\$39.19	\$40.53	\$41.94	\$43.40	\$44.89	\$46.48	\$48.06	\$51.05
	54,381.60	56,219.80	58,185.40	60,187.40	62,280.40	64,446.20	66,666.60	68,959.80	71,325.80	73,764.60	76,330.80	78,988.00	81,699.80	84,593.60	87,469.20	92,911.00
19	\$31.38	\$32.48	\$33.60	\$34.74	\$35.94	\$37.18	\$38.48	\$39.79	\$41.16	\$42.57	\$44.04	\$45.57	\$47.18	\$48.77	\$50.46	\$53.57
	57,111.60	59,113.60	61,152.00	63,226.80	65,410.80	67,667.60	70,033.60	72,417.80	74,911.20	77,477.40	80,152.80	82,937.40	85,867.60	88,761.40	91,837.20	97,497.40

Grade/Step 70 hrs 16 step table

Jul 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$32.98	\$34.10	\$35.28	\$36.50	\$37.77	\$39.08	\$40.41	\$41.80	\$43.25	\$44.73	\$46.25	\$47.89	\$49.53	\$51.22	\$53.00	\$56.27
	60,023.60	62,062.00	64,209.60	66,430.00	68,741.40	71,125.60	73,546.20	76,076.00	78,715.00	81,408.60	84,175.00	87,159.80	90,144.60	93,220.40	96,460.00	102,411.40
21	\$34.58	\$35.77	\$37.01	\$38.30	\$39.60	\$40.98	\$42.40	\$43.85	\$45.35	\$46.90	\$48.58	\$50.23	\$51.95	\$53.74	\$55.62	\$59.09
	62,935.60	65,101.40	67,358.20	69,706.00	72,072.00	74,583.60	77,168.00	79,807.00	82,537.00	85,358.00	88,415.60	91,418.60	94,549.00	97,806.80	101,228.40	107,543.80
22	\$36.33	\$37.59	\$38.86	\$40.22	\$41.64	\$43.06	\$44.53	\$46.06	\$47.62	\$49.32	\$51.01	\$52.78	\$54.59	\$56.48	\$58.41	\$62.06
	66,120.60	68,413.80	70,725.20	73,200.40	75,784.80	78,369.20	81,044.60	83,829.20	86,668.40	89,762.40	92,838.20	96,059.60	99,353.80	102,793.60	106,306.20	112,949.20
23	\$38.12	\$39.44	\$40.82	\$42.22	\$43.67	\$45.17	\$46.72	\$48.32	\$50.02	\$51.74	\$53.53	\$55.36	\$57.29	\$59.23	\$61.31	\$65.19
	69,378.40	71,780.80	74,292.40	76,840.40	79,479.40	82,209.40	85,030.40	87,942.40	91,036.40	94,166.80	97,424.60	100,755.20	104,267.80	107,798.60	111,584.20	118,645.80
24	\$40.04	\$41.42	\$42.84	\$44.33	\$45.86	\$47.43	\$49.04	\$50.77	\$52.51	\$54.32	\$56.18	\$58.14	\$60.14	\$62.22	\$64.37	\$68.42
	72,872.80	75,384.40	77,968.80	80,680.60	83,465.20	86,322.60	89,252.80	92,401.40	95,568.20	98,862.40	102,247.60	105,814.80	109,454.80	113,240.40	117,153.40	124,524.40
25	\$42.02	\$43.48	\$45.02	\$46.55	\$48.13	\$49.78	\$51.51	\$53.30	\$55.12	\$57.03	\$59.00	\$61.02	\$63.14	\$65.32	\$67.56	\$71.79
	76,476.40	79,133.60	81,936.40	84,721.00	87,596.60	90,599.60	93,748.20	97,006.00	100,318.40	103,794.60	107,380.00	111,056.40	114,914.80	118,882.40	122,959.20	130,657.80
26	\$44.12	\$45.70	\$47.26	\$48.86	\$50.54	\$52.29	\$54.11	\$55.96	\$57.91	\$59.87	\$61.98	\$64.10	\$66.32	\$68.61	\$70.96	\$75.39
	80,298.40	83,174.00	86,013.20	88,925.20	91,982.80	95,167.80	98,480.20	101,847.20	105,396.20	108,963.40	112,803.60	116,662.00	120,702.40	124,870.20	129,147.20	137,209.80
27	\$46.40	\$48.00	\$49.63	\$51.34	\$53.09	\$54.96	\$56.83	\$58.82	\$60.83	\$62.93	\$65.10	\$67.35	\$69.67	\$72.08	\$74.57	\$79.19
	84,448.00	87,360.00	90,326.60	93,438.80	96,623.80	100,027.20	103,430.60	107,052.40	110,710.60	114,532.60	118,482.00	122,577.00	126,799.40	131,185.60	135,717.40	144,125.80
28	\$48.70	\$50.36	\$52.11	\$53.89	\$55.76	\$57.66	\$59.68	\$61.72	\$63.87	\$66.07	\$68.35	\$70.69	\$73.12	\$75.65	\$78.26	\$83.09
	88,634.00	91,655.20	94,840.20	98,079.80	101,483.20	104,941.20	108,617.60	112,330.40	116,243.40	120,247.40	124,397.00	128,655.80	133,078.40	137,683.00	142,433.20	151,223.80

Grade/Step 80 hrs 11 Steps Jul 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$19.52	\$21.16	\$22.24
									\$40,601.60	\$44,012.80	\$46,259.20
02								\$19.52	\$20.88	\$22.07	\$23.28
								\$40,601.60	\$43,430.40	\$45,905.60	\$48,422.40
03							\$19.52	\$20.88	\$22.07	\$23.28	\$24.55
							\$40,601.60	\$43,430.40	\$45,905.60	\$48,422.40	\$51,064.00
04						\$19.52	\$20.80	\$21.97	\$23.18	\$24.46	\$25.82
						\$40,601.60	\$43,264.00	\$45,697.60	\$48,214.40	\$50,876.80	\$53,705.60
05					\$19.52	\$20.77	\$21.93	\$23.14	\$24.37	\$25.68	\$27.11
					\$40,601.60	\$43,201.60	\$45,614.40	\$48,131.20	\$50,689.60	\$53,414.40	\$56,388.80
06				\$19.52	\$20.61	\$21.78	\$22.89	\$24.20	\$25.51	\$26.94	\$28.43
				\$40,601.60	\$42,868.80	\$45,302.40	\$47,611.20	\$50,336.00	\$53,060.80	\$56,035.20	\$59,134.40
07			\$19.52	\$20.53	\$21.62	\$22.79	\$24.09	\$25.42	\$26.81	\$28.25	\$29.83
			\$40,601.60	\$42,702.40	\$44,969.60	\$47,403.20	\$50,107.20	\$52,873.60	\$55,764.80	\$58,760.00	\$62,046.40
08		\$19.52	\$20.42	\$21.52	\$22.73	\$23.94	\$25.30	\$26.68	\$28.13	\$29.68	\$31.34
		\$40,601.60	\$42,473.60	\$44,761.60	\$47,278.40	\$49,795.20	\$52,624.00	\$55,494.40	\$58,510.40	\$61,734.40	\$65,187.20
09	\$19.52	\$20.29	\$21.42	\$22.64	\$23.89	\$25.19	\$26.54	\$28.02	\$29.52	\$31.19	\$32.86
	\$40,601.60	\$42,203.20	\$44,553.60	\$47,091.20	\$49,691.20	\$52,395.20	\$55,203.20	\$58,281.60	\$61,401.60	\$64,875.20	\$68,348.80
10	\$20.22	\$21.33	\$22.53	\$23.79	\$25.06	\$26.41	\$27.91	\$29.44	\$31.01	\$32.75	\$34.53
	\$42,057.60	\$44,366.40	\$46,862.40	\$49,483.20	\$52,124.80	\$54,932.80	\$58,052.80	\$61,235.20	\$64,500.80	\$68,120.00	\$71,822.40
11	\$21.24	\$22.45	\$23.61	\$24.94	\$26.31	\$27.75	\$29.31	\$30.91	\$32.57	\$34.42	\$36.30
	\$44,179.20	\$46,696.00	\$49,108.80	\$51,875.20	\$54,724.80	\$57,720.00	\$60,964.80	\$64,292.80	\$67,745.60	\$71,593.60	\$75,504.00
12	\$22.25	\$23.50	\$24.80	\$26.20	\$27.66	\$29.12	\$30.75	\$32.46	\$34.23	\$36.12	\$38.08
	\$46,280.00	\$48,880.00	\$51,584.00	\$54,496.00	\$57,532.80	\$60,569.60	\$63,960.00	\$67,516.80	\$71,198.40	\$75,129.60	\$79,206.40
13	\$23.40	\$24.67	\$26.07	\$27.50	\$28.96	\$30.60	\$32.25	\$34.06	\$35.92	\$37.89	\$39.99
	\$48,672.00	\$51,313.60	\$54,225.60	\$57,200.00	\$60,236.80	\$63,648.00	\$67,080.00	\$70,844.80	\$74,713.60	\$78,811.20	\$83,179.20
14	\$24.57	\$25.92	\$27.35	\$28.87	\$30.47	\$32.13	\$33.91	\$35.76	\$37.76	\$39.78	\$41.99
	\$51,105.60	\$53,913.60	\$56,888.00	\$60,049.60	\$63,377.60	\$66,830.40	\$70,532.80	\$74,380.80	\$78,540.80	\$82,742.40	\$87,339.20

Grade/Step 80 hrs 11 Steps Jul 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$25.84	\$27.21	\$28.74	\$30.28	\$31.98	\$33.74	\$35.59	\$37.51	\$39.61	\$41.78	\$44.07
	\$53,747.20	\$56,596.80	\$59,779.20	\$62,982.40	\$66,518.40	\$70,179.20	\$74,027.20	\$78,020.80	\$82,388.80	\$86,902.40	\$91,665.60
16	\$27.10	\$28.60	\$30.19	\$31.85	\$33.62	\$35.44	\$37.38	\$39.46	\$41.59	\$43.90	\$46.25
	\$56,368.00	\$59,488.00	\$62,795.20	\$66,248.00	\$69,929.60	\$73,715.20	\$77,750.40	\$82,076.80	\$86,507.20	\$91,312.00	\$96,200.00
17	\$28.45	\$30.06	\$31.65	\$33.41	\$35.25	\$37.20	\$39.24	\$41.42	\$43.68	\$46.06	\$48.65
	\$59,176.00	\$62,524.80	\$65,832.00	\$69,492.80	\$73,320.00	\$77,376.00	\$81,619.20	\$86,153.60	\$90,854.40	\$95,804.80	\$101,192.00
18	\$29.88	\$31.52	\$33.23	\$35.07	\$37.04	\$39.09	\$41.25	\$43.46	\$45.88	\$48.33	\$51.05
	\$62,150.40	\$65,561.60	\$69,118.40	\$72,945.60	\$77,043.20	\$81,307.20	\$85,800.00	\$90,396.80	\$95,430.40	\$100,526.40	\$106,184.00
19	\$31.38	\$33.10	\$34.95	\$36.86	\$38.85	\$41.01	\$43.28	\$45.66	\$48.17	\$50.80	\$53.57
	\$65,270.40	\$68,848.00	\$72,696.00	\$76,668.80	\$80,808.00	\$85,300.80	\$90,022.40	\$94,972.80	\$100,193.60	\$105,664.00	\$111,425.60
20	\$32.98	\$34.79	\$36.68	\$38.69	\$40.83	\$43.09	\$45.41	\$47.99	\$50.57	\$53.37	\$56.27
	\$68,598.40	\$72,363.20	\$76,294.40	\$80,475.20	\$84,926.40	\$89,627.20	\$94,452.80	\$99,819.20	\$105,185.60	\$111,009.60	\$117,041.60
21	\$34.58	\$36.50	\$38.53	\$40.65	\$42.83	\$45.23	\$47.62	\$50.32	\$53.07	\$55.97	\$59.09
	\$71,926.40	\$75,920.00	\$80,142.40	\$84,552.00	\$89,086.40	\$94,078.40	\$99,049.60	\$104,665.60	\$110,385.60	\$116,417.60	\$122,907.20
22	\$36.33	\$38.33	\$40.41	\$42.66	\$45.02	\$47.46	\$50.08	\$52.85	\$55.78	\$58.85	\$62.06
	\$75,566.40	\$79,726.40	\$84,052.80	\$88,732.80	\$93,641.60	\$98,716.80	\$104,166.40	\$109,928.00	\$116,022.40	\$122,408.00	\$129,084.80
23	\$38.12	\$40.25	\$42.48	\$44.77	\$47.26	\$49.83	\$52.61	\$55.51	\$58.55	\$61.74	\$65.19
	\$79,289.60	\$83,720.00	\$88,358.40	\$93,121.60	\$98,300.80	\$103,646.40	\$109,428.80	\$115,460.80	\$121,784.00	\$128,419.20	\$135,595.20
24	\$40.04	\$42.22	\$44.58	\$46.98	\$49.63	\$52.33	\$55.20	\$58.25	\$61.44	\$64.80	\$68.42
	\$83,283.20	\$87,817.60	\$92,726.40	\$97,718.40	\$103,230.40	\$108,846.40	\$114,816.00	\$121,160.00	\$127,795.20	\$134,784.00	\$142,313.60
25	\$42.02	\$44.39	\$46.79	\$49.37	\$52.09	\$54.96	\$57.96	\$61.14	\$64.55	\$68.07	\$71.79
	\$87,401.60	\$92,331.20	\$97,323.20	\$102,689.60	\$108,347.20	\$114,316.80	\$120,556.80	\$127,171.20	\$134,264.00	\$141,585.60	\$149,323.20
26	\$44.12	\$46.60	\$49.09	\$51.84	\$54.70	\$57.66	\$60.89	\$64.18	\$67.77	\$71.50	\$75.39
	\$91,769.60	\$96,928.00	\$102,107.20	\$107,827.20	\$113,776.00	\$119,932.80	\$126,651.20	\$133,494.40	\$140,961.60	\$148,720.00	\$156,811.20
27	\$46.40	\$48.89	\$51.57	\$54.42	\$57.44	\$60.55	\$63.97	\$67.41	\$71.21	\$75.08	\$79.19
	\$96,512.00	\$101,691.20	\$107,265.60	\$113,193.60	\$119,475.20	\$125,944.00	\$133,057.60	\$140,212.80	\$148,116.80	\$156,166.40	\$164,715.20
28	\$48.70	\$51.38	\$54.18	\$57.16	\$60.33	\$63.60	\$67.10	\$70.82	\$74.69	\$78.80	\$83.09
	\$101,296.00	\$106,870.40	\$112,694.40	\$118,892.80	\$125,486.40	\$132,288.00	\$139,568.00	\$147,305.60	\$155,355.20	\$163,904.00	\$172,827.20

Grade/Step 80 hrs 11 Steps Jul 2021

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$19.52	\$20.13	\$21.20	\$22.25	\$23.60	\$24.86
						\$40,601.60	\$41,870.40	\$44,096.00	\$46,280.00	\$49,088.00	\$51,708.80
B				\$19.52	\$20.93	\$22.09	\$23.28	\$24.56	\$25.87	\$27.27	\$28.79
				\$40,601.60	\$43,534.40	\$45,947.20	\$48,422.40	\$51,084.80	\$53,809.60	\$56,721.60	\$59,883.20
C	\$19.52	\$20.61	\$21.66	\$22.83	\$24.16	\$25.49	\$26.91	\$28.38	\$29.97	\$31.58	\$33.28
	\$40,601.60	\$42,868.80	\$45,052.80	\$47,486.40	\$50,252.80	\$53,019.20	\$55,972.80	\$59,030.40	\$62,337.60	\$65,686.40	\$69,222.40
C+	\$20.15	\$21.22	\$22.24	\$23.46	\$24.76	\$26.11	\$27.51	\$28.92	\$30.58	\$32.17	\$33.89
	\$41,912.00	\$44,137.60	\$46,259.20	\$48,796.80	\$51,500.80	\$54,308.80	\$57,220.80	\$60,153.60	\$63,606.40	\$66,913.60	\$70,491.20
D	\$21.47	\$22.73	\$23.92	\$25.29	\$26.68	\$28.14	\$29.66	\$31.33	\$33.06	\$34.90	\$36.75
	\$44,657.60	\$47,278.40	\$49,753.60	\$52,603.20	\$55,494.40	\$58,531.20	\$61,692.80	\$65,166.40	\$68,764.80	\$72,592.00	\$76,440.00
E	\$22.68	\$23.87	\$25.17	\$26.51	\$27.92	\$29.46	\$31.24	\$32.84	\$34.71	\$36.50	\$38.54
	\$47,174.40	\$49,649.60	\$52,353.60	\$55,140.80	\$58,073.60	\$61,276.80	\$64,979.20	\$68,307.20	\$72,196.80	\$75,920.00	\$80,163.20
F	\$24.89	\$26.28	\$27.68	\$29.23	\$30.80	\$32.46	\$34.37	\$36.32	\$38.26	\$40.34	\$42.57
	\$51,771.20	\$54,662.40	\$57,574.40	\$60,798.40	\$64,064.00	\$67,516.80	\$71,489.60	\$75,545.60	\$79,580.80	\$83,907.20	\$88,545.60
G	\$26.16	\$27.60	\$29.12	\$30.69	\$32.33	\$34.22	\$36.15	\$38.03	\$40.16	\$42.31	\$44.64
	\$54,412.80	\$57,408.00	\$60,569.60	\$63,835.20	\$67,246.40	\$71,177.60	\$75,192.00	\$79,102.40	\$83,532.80	\$88,004.80	\$92,851.20
H	\$28.82	\$30.34	\$32.12	\$33.84	\$35.65	\$37.75	\$39.70	\$41.94	\$44.20	\$46.67	\$49.24
	\$59,945.60	\$63,107.20	\$66,809.60	\$70,387.20	\$74,152.00	\$78,520.00	\$82,576.00	\$87,235.20	\$91,936.00	\$97,073.60	\$102,419.20
I	\$32.12	\$33.77	\$35.65	\$37.75	\$39.70	\$41.94	\$44.20	\$46.67	\$49.24	\$51.98	\$54.96
	\$66,809.60	\$70,241.60	\$74,152.00	\$78,520.00	\$82,576.00	\$87,235.20	\$91,936.00	\$97,073.60	\$102,419.20	\$108,118.40	\$114,316.80

Grade/Step 80 hrs 16 step table

Jul 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$19.52	\$20.20	\$20.90	\$22.24
													40,601.60	42,016.00	43,472.00	46,259.20
02											\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.28
											40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,422.40
03										\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$24.55
										40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	51,064.00
04								\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.82
								40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,705.60
05							\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$27.11
							40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	56,388.80
06					\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.43
					40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	55,120.00	56,992.00	59,134.40
07				\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.83
				40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	55,120.00	56,992.00	59,030.40	62,046.40
08			\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.35	\$31.34
			40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	55,120.00	56,992.00	59,030.40	61,048.00	65,187.20
09	\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.35	\$30.34	\$31.39	\$32.86
	40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	55,120.00	56,992.00	59,030.40	61,048.00	63,107.20	65,291.20	68,348.80
10	\$20.22	\$20.93	\$21.64	\$22.38	\$23.16	\$23.95	\$24.77	\$25.64	\$26.51	\$27.42	\$28.39	\$29.37	\$30.36	\$31.40	\$32.50	\$34.53
	42,057.60	43,534.40	45,011.20	46,550.40	48,172.80	49,816.00	51,521.60	53,331.20	55,140.80	57,033.60	59,051.20	61,089.60	63,148.80	65,312.00	67,600.00	71,822.40
11	\$21.24	\$21.98	\$22.76	\$23.53	\$24.34	\$25.19	\$26.07	\$26.97	\$27.88	\$28.86	\$29.86	\$30.88	\$31.95	\$33.06	\$34.21	\$36.30
	44,179.20	45,718.40	47,340.80	48,942.40	50,627.20	52,395.20	54,225.60	56,097.60	57,990.40	60,028.80	62,108.80	64,230.40	66,456.00	68,764.80	71,156.80	75,504.00
12	\$22.25	\$23.02	\$23.83	\$24.64	\$25.49	\$26.36	\$27.27	\$28.21	\$29.18	\$30.19	\$31.24	\$32.33	\$33.43	\$34.59	\$35.78	\$38.08
	46,280.00	47,881.60	49,566.40	51,251.20	53,019.20	54,828.80	56,721.60	58,676.80	60,694.40	62,795.20	64,979.20	67,246.40	69,534.40	71,947.20	74,422.40	79,206.40
13	\$23.40	\$24.18	\$25.03	\$25.89	\$26.78	\$27.72	\$28.67	\$29.65	\$30.67	\$31.75	\$32.81	\$33.95	\$35.13	\$36.33	\$37.59	\$39.99
	48,672.00	50,294.40	52,062.40	53,851.20	55,702.40	57,657.60	59,633.60	61,672.00	63,793.60	66,040.00	68,244.80	70,616.00	73,070.40	75,566.40	78,187.20	83,179.20
14	\$24.57	\$25.41	\$26.29	\$27.18	\$28.13	\$29.08	\$30.12	\$31.15	\$32.21	\$33.32	\$34.46	\$35.65	\$36.89	\$38.15	\$39.46	\$41.99
	51,105.60	52,852.80	54,683.20	56,534.40	58,510.40	60,486.40	62,649.60	64,792.00	66,996.80	69,305.60	71,676.80	74,152.00	76,731.20	79,352.00	82,076.80	87,339.20
15	\$25.84	\$26.71	\$27.67	\$28.60	\$29.59	\$30.62	\$31.67	\$32.76	\$33.89	\$35.06	\$36.28	\$37.52	\$38.81	\$40.16	\$41.58	\$44.07
	53,747.20	55,556.80	57,553.60	59,488.00	61,547.20	63,689.60	65,873.60	68,140.80	70,491.20	72,924.80	75,462.40	78,041.60	80,724.80	83,532.80	86,486.40	91,665.60
16	\$27.10	\$28.04	\$29.00	\$30.02	\$31.04	\$32.11	\$33.23	\$34.38	\$35.56	\$36.78	\$38.03	\$39.36	\$40.72	\$42.10	\$43.57	\$46.25
	56,368.00	58,323.20	60,320.00	62,441.60	64,563.20	66,788.80	69,118.40	71,510.40	73,964.80	76,502.40	79,102.40	81,868.80	84,697.60	87,568.00	90,625.60	96,200.00
17	\$28.45	\$29.44	\$30.46	\$31.50	\$32.57	\$33.70	\$34.88	\$36.07	\$37.31	\$38.60	\$39.93	\$41.28	\$42.73	\$44.20	\$45.76	\$48.65
	59,176.00	61,235.20	63,356.80	65,520.00	67,745.60	70,096.00	72,550.40	75,025.60	77,604.80	80,288.00	83,054.40	85,862.40	88,878.40	91,936.00	95,180.80	101,192.00
18	\$29.88	\$30.89	\$31.97	\$33.07	\$34.22	\$35.41	\$36.63	\$37.89	\$39.19	\$40.53	\$41.94	\$43.40	\$44.89	\$46.48	\$48.06	\$51.05
	62,150.40	64,251.20	66,497.60	68,785.60	71,177.60	73,652.80	76,190.40	78,811.20	81,515.20	84,302.40	87,235.20	90,272.00	93,371.20	96,678.40	99,964.80	106,184.00
19	\$31.38	\$32.48	\$33.60	\$34.74	\$35.94	\$37.18	\$38.48	\$39.79	\$41.16	\$42.57	\$44.04	\$45.57	\$47.18	\$48.77	\$50.46	\$53.57
	65,270.40	67,558.40	69,888.00	72,259.20	74,755.20	77,334.40	80,038.40	82,763.20	85,612.80	88,545.60	91,603.20	94,785.60	98,134.40	101,441.60	104,956.80	111,425.60

Grade/Step 80 hrs 16 step table

Jul 2021

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$32.98	\$34.10	\$35.28	\$36.50	\$37.77	\$39.08	\$40.41	\$41.80	\$43.25	\$44.73	\$46.25	\$47.89	\$49.53	\$51.22	\$53.00	\$56.27
	68,598.40	70,928.00	73,382.40	75,920.00	78,561.60	81,286.40	84,052.80	86,944.00	89,960.00	93,038.40	96,200.00	99,611.20	103,022.40	106,537.60	110,240.00	117,041.60
21	\$34.58	\$35.77	\$37.01	\$38.30	\$39.60	\$40.98	\$42.40	\$43.85	\$45.35	\$46.90	\$48.58	\$50.23	\$51.95	\$53.74	\$55.62	\$59.09
	71,926.40	74,401.60	76,980.80	79,664.00	82,368.00	85,238.40	88,192.00	91,208.00	94,328.00	97,552.00	101,046.40	104,478.40	108,056.00	111,779.20	115,689.60	122,907.20
22	\$36.33	\$37.59	\$38.86	\$40.22	\$41.64	\$43.06	\$44.53	\$46.06	\$47.62	\$49.32	\$51.01	\$52.78	\$54.59	\$56.48	\$58.41	\$62.06
	75,566.40	78,187.20	80,828.80	83,657.60	86,611.20	89,564.80	92,622.40	95,804.80	99,049.60	102,585.60	106,100.80	109,782.40	113,547.20	117,478.40	121,492.80	129,084.80
23	\$38.12	\$39.44	\$40.82	\$42.22	\$43.67	\$45.17	\$46.72	\$48.32	\$50.02	\$51.74	\$53.53	\$55.36	\$57.29	\$59.23	\$61.31	\$65.19
	79,289.60	82,035.20	84,905.60	87,817.60	90,833.60	93,953.60	97,177.60	100,505.60	104,041.60	107,619.20	111,342.40	115,148.80	119,163.20	123,198.40	127,524.80	135,595.20
24	\$40.04	\$41.42	\$42.84	\$44.33	\$45.86	\$47.43	\$49.04	\$50.77	\$52.51	\$54.32	\$56.18	\$58.14	\$60.14	\$62.22	\$64.37	\$68.42
	83,283.20	86,153.60	89,107.20	92,206.40	95,388.80	98,654.40	102,003.20	105,601.60	109,220.80	112,985.60	116,854.40	120,931.20	125,091.20	129,417.60	133,889.60	142,313.60
25	\$42.02	\$43.48	\$45.02	\$46.55	\$48.13	\$49.78	\$51.51	\$53.30	\$55.12	\$57.03	\$59.00	\$61.02	\$63.14	\$65.32	\$67.56	\$71.79
	87,401.60	90,438.40	93,641.60	96,824.00	100,110.40	103,542.40	107,140.80	110,864.00	114,649.60	118,622.40	122,720.00	126,921.60	131,331.20	135,865.60	140,524.80	149,323.20
26	\$44.12	\$45.70	\$47.26	\$48.86	\$50.54	\$52.29	\$54.11	\$55.96	\$57.91	\$59.87	\$61.98	\$64.10	\$66.32	\$68.61	\$70.96	\$75.39
	91,769.60	95,056.00	98,300.80	101,628.80	105,123.20	108,763.20	112,548.80	116,396.80	120,452.80	124,529.60	128,918.40	133,328.00	137,945.60	142,708.80	147,596.80	156,811.20
27	\$46.40	\$48.00	\$49.63	\$51.34	\$53.09	\$54.96	\$56.83	\$58.82	\$60.83	\$62.93	\$65.10	\$67.35	\$69.67	\$72.08	\$74.57	\$79.19
	96,512.00	99,840.00	103,230.40	106,787.20	110,427.20	114,316.80	118,206.40	122,345.60	126,526.40	130,894.40	135,408.00	140,088.00	144,913.60	149,926.40	155,105.60	164,715.20
28	\$48.70	\$50.36	\$52.11	\$53.89	\$55.76	\$57.66	\$59.68	\$61.72	\$63.87	\$66.07	\$68.35	\$70.69	\$73.12	\$75.65	\$78.26	\$83.09
	101,296.00	104,748.80	108,388.80	112,091.20	115,980.80	119,932.80	124,134.40	128,377.60	132,849.60	137,425.60	142,168.00	147,035.20	152,089.60	157,352.00	162,780.80	172,827.20
A									\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.86
									40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,708.80
B					\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.79
					40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	55,120.00	56,992.00	59,883.20
C	\$19.52	\$20.20	\$20.90	\$21.62	\$22.37	\$23.14	\$23.94	\$24.76	\$25.61	\$26.50	\$27.40	\$28.38	\$29.35	\$30.34	\$31.39	\$33.28
	40,601.60	42,016.00	43,472.00	44,969.60	46,529.60	48,131.20	49,795.20	51,500.80	53,268.80	55,120.00	56,992.00	59,030.40	61,048.00	63,107.20	65,291.20	69,222.40
C+	\$20.15	\$20.83	\$21.55	\$22.29	\$23.05	\$23.86	\$24.66	\$25.52	\$26.39	\$27.30	\$28.26	\$29.24	\$30.23	\$31.29	\$32.37	\$33.89
	41,912.00	43,326.40	44,824.00	46,363.20	47,944.00	49,628.80	51,292.80	53,081.60	54,891.20	56,784.00	58,780.80	60,819.20	62,878.40	65,083.20	67,329.60	70,491.20
D	\$21.47	\$22.20	\$22.96	\$23.77	\$24.59	\$25.43	\$26.31	\$27.21	\$28.15	\$29.12	\$30.14	\$31.17	\$32.23	\$33.34	\$34.48	\$36.75
	44,657.60	46,176.00	47,756.80	49,441.60	51,147.20	52,894.40	54,724.80	56,596.80	58,552.00	60,569.60	62,691.20	64,833.60	67,038.40	69,347.20	71,718.40	76,440.00
E	\$22.68	\$23.45	\$24.24	\$25.09	\$25.95	\$26.87	\$27.77	\$28.73	\$29.71	\$30.75	\$31.81	\$32.90	\$34.02	\$35.19	\$36.40	\$38.54
	47,174.40	48,776.00	50,419.20	52,187.20	53,976.00	55,889.60	57,761.60	59,758.40	61,796.80	63,960.00	66,164.80	68,432.00	70,761.60	73,195.20	75,712.00	80,163.20
F	\$24.89	\$25.74	\$26.63	\$27.57	\$28.51	\$29.49	\$30.51	\$31.58	\$32.66	\$33.80	\$34.97	\$36.18	\$37.41	\$38.70	\$40.05	\$42.57
	51,771.20	53,539.20	55,390.40	57,345.60	59,300.80	61,339.20	63,460.80	65,686.40	67,932.80	70,304.00	72,737.60	75,254.40	77,812.80	80,496.00	83,304.00	88,545.60
G	\$26.16	\$27.05	\$27.96	\$28.94	\$29.96	\$30.96	\$32.03	\$33.14	\$34.29	\$35.48	\$36.70	\$37.95	\$39.27	\$40.62	\$42.00	\$44.64
	54,412.80	56,264.00	58,156.80	60,195.20	62,316.80	64,396.80	66,622.40	68,931.20	71,323.20	73,798.40	76,336.00	78,936.00	81,681.60	84,489.60	87,360.00	92,851.20
H	\$28.82	\$29.77	\$30.84	\$31.88	\$32.99	\$34.12	\$35.29	\$36.51	\$37.78	\$39.09	\$40.43	\$41.81	\$43.26	\$44.74	\$46.26	\$49.24
	59,945.60	61,921.60	64,147.20	66,310.40	68,619.20	70,969.60	73,403.20	75,940.80	78,582.40	81,307.20	84,094.40	86,964.80	89,980.80	93,059.20	96,220.80	102,419.20
I	\$32.12	\$33.24	\$34.39	\$35.57	\$36.79	\$38.04	\$39.37	\$40.73	\$42.12	\$43.58	\$45.10	\$46.64	\$48.23	\$49.89	\$51.62	\$54.96
	66,809.60	69,139.20	71,531.20	73,985.60	76,523.20	79,123.20	81,889.60	84,718.40	87,609.60	90,646.40	93,808.00	97,011.20	100,318.40	103,771.20	107,369.60	114,316.80

Grade/Step 70 hrs 11 Steps

Jan 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$19.81	\$21.48	\$22.57
									\$36,054.20	\$39,093.60	\$41,077.40
02								\$19.81	\$21.19	\$22.40	\$23.63
								\$36,054.20	\$38,565.80	\$40,768.00	\$43,006.60
03							\$19.81	\$21.19	\$22.40	\$23.63	\$24.92
							\$36,054.20	\$38,565.80	\$40,768.00	\$43,006.60	\$45,354.40
04						\$19.81	\$21.11	\$22.30	\$23.53	\$24.83	\$26.21
						\$36,054.20	\$38,420.20	\$40,586.00	\$42,824.60	\$45,190.60	\$47,702.20
05					\$19.81	\$21.08	\$22.26	\$23.49	\$24.74	\$26.07	\$27.52
					\$36,054.20	\$38,365.60	\$40,513.20	\$42,751.80	\$45,026.80	\$47,447.40	\$50,086.40
06				\$19.81	\$20.92	\$22.11	\$23.23	\$24.56	\$25.89	\$27.34	\$28.86
				\$36,054.20	\$38,074.40	\$40,240.20	\$42,278.60	\$44,699.20	\$47,119.80	\$49,758.80	\$52,525.20
07			\$19.81	\$20.84	\$21.94	\$23.13	\$24.45	\$25.80	\$27.21	\$28.67	\$30.28
			\$36,054.20	\$37,928.80	\$39,930.80	\$42,096.60	\$44,499.00	\$46,956.00	\$49,522.20	\$52,179.40	\$55,109.60
08		\$19.81	\$20.73	\$21.84	\$23.07	\$24.30	\$25.68	\$27.08	\$28.55	\$30.13	\$31.81
		\$36,054.20	\$37,728.60	\$39,748.80	\$41,987.40	\$44,226.00	\$46,737.60	\$49,285.60	\$51,961.00	\$54,836.60	\$57,894.20
09	\$19.81	\$20.59	\$21.74	\$22.98	\$24.25	\$25.57	\$26.94	\$28.44	\$29.96	\$31.66	\$33.35
	\$36,054.20	\$37,473.80	\$39,566.80	\$41,823.60	\$44,135.00	\$46,537.40	\$49,030.80	\$51,760.80	\$54,527.20	\$57,621.20	\$60,697.00
10	\$20.52	\$21.65	\$22.87	\$24.15	\$25.44	\$26.81	\$28.33	\$29.88	\$31.48	\$33.24	\$35.05
	\$37,346.40	\$39,403.00	\$41,623.40	\$43,953.00	\$46,300.80	\$48,794.20	\$51,560.60	\$54,381.60	\$57,293.60	\$60,496.80	\$63,791.00
11	\$21.56	\$22.79	\$23.96	\$25.31	\$26.70	\$28.17	\$29.75	\$31.37	\$33.06	\$34.94	\$36.84
	\$39,239.20	\$41,477.80	\$43,607.20	\$46,064.20	\$48,594.00	\$51,269.40	\$54,145.00	\$57,093.40	\$60,169.20	\$63,590.80	\$67,048.80
12	\$22.58	\$23.85	\$25.17	\$26.59	\$28.07	\$29.56	\$31.21	\$32.95	\$34.74	\$36.66	\$38.65
	\$41,095.60	\$43,407.00	\$45,809.40	\$48,393.80	\$51,087.40	\$53,799.20	\$56,802.20	\$59,969.00	\$63,226.80	\$66,721.20	\$70,343.00
13	\$23.75	\$25.04	\$26.46	\$27.91	\$29.39	\$31.06	\$32.73	\$34.57	\$36.46	\$38.46	\$40.59
	\$43,225.00	\$45,572.80	\$48,157.20	\$50,796.20	\$53,489.80	\$56,529.20	\$59,568.60	\$62,917.40	\$66,357.20	\$69,997.20	\$73,873.80
14	\$24.94	\$26.31	\$27.76	\$29.30	\$30.93	\$32.61	\$34.42	\$36.30	\$38.33	\$40.38	\$42.62
	\$45,390.80	\$47,884.20	\$50,523.20	\$53,326.00	\$56,292.60	\$59,350.20	\$62,644.40	\$66,066.00	\$69,760.60	\$73,491.60	\$77,568.40

Grade/Step 70 hrs 11 Steps

Jan 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$26.23	\$27.62	\$29.17	\$30.73	\$32.46	\$34.25	\$36.12	\$38.07	\$40.20	\$42.41	\$44.73
	\$47,738.60	\$50,268.40	\$53,089.40	\$55,928.60	\$59,077.20	\$62,335.00	\$65,738.40	\$69,287.40	\$73,164.00	\$77,186.20	\$81,408.60
16	\$27.51	\$29.03	\$30.64	\$32.33	\$34.12	\$35.97	\$37.94	\$40.05	\$42.21	\$44.56	\$46.94
	\$50,068.20	\$52,834.60	\$55,764.80	\$58,840.60	\$62,098.40	\$65,465.40	\$69,050.80	\$72,891.00	\$76,822.20	\$81,099.20	\$85,430.80
17	\$28.88	\$30.51	\$32.12	\$33.91	\$35.78	\$37.76	\$39.83	\$42.04	\$44.34	\$46.75	\$49.38
	\$52,561.60	\$55,528.20	\$58,458.40	\$61,716.20	\$65,119.60	\$68,723.20	\$72,490.60	\$76,512.80	\$80,698.80	\$85,085.00	\$89,871.60
18	\$30.33	\$31.99	\$33.73	\$35.60	\$37.60	\$39.68	\$41.87	\$44.11	\$46.57	\$49.05	\$51.82
	\$55,200.60	\$58,221.80	\$61,388.60	\$64,792.00	\$68,432.00	\$72,217.60	\$76,203.40	\$80,280.20	\$84,757.40	\$89,271.00	\$94,312.40
19	\$31.85	\$33.60	\$35.47	\$37.41	\$39.43	\$41.63	\$43.93	\$46.34	\$48.89	\$51.56	\$54.37
	\$57,967.00	\$61,152.00	\$64,555.40	\$68,086.20	\$71,762.60	\$75,766.60	\$79,952.60	\$84,338.80	\$88,979.80	\$93,839.20	\$98,953.40
20	\$33.47	\$35.31	\$37.23	\$39.27	\$41.44	\$43.74	\$46.09	\$48.71	\$51.33	\$54.17	\$57.11
	\$60,915.40	\$64,264.20	\$67,758.60	\$71,471.40	\$75,420.80	\$79,606.80	\$83,883.80	\$88,652.20	\$93,420.60	\$98,589.40	\$103,940.20
21	\$35.10	\$37.05	\$39.11	\$41.26	\$43.47	\$45.91	\$48.33	\$51.07	\$53.87	\$56.81	\$59.98
	\$63,882.00	\$67,431.00	\$71,180.20	\$75,093.20	\$79,115.40	\$83,556.20	\$87,960.60	\$92,947.40	\$98,043.40	\$103,394.20	\$109,163.60
22	\$36.87	\$38.90	\$41.02	\$43.30	\$45.70	\$48.17	\$50.83	\$53.64	\$56.62	\$59.73	\$62.99
	\$67,103.40	\$70,798.00	\$74,656.40	\$78,806.00	\$83,174.00	\$87,669.40	\$92,510.60	\$97,624.80	\$103,048.40	\$108,708.60	\$114,641.80
23	\$38.69	\$40.85	\$43.12	\$45.44	\$47.97	\$50.58	\$53.40	\$56.34	\$59.43	\$62.67	\$66.17
	\$70,415.80	\$74,347.00	\$78,478.40	\$82,700.80	\$87,305.40	\$92,055.60	\$97,188.00	\$102,538.80	\$108,162.60	\$114,059.40	\$120,429.40
24	\$40.64	\$42.85	\$45.25	\$47.68	\$50.37	\$53.11	\$56.03	\$59.12	\$62.36	\$65.77	\$69.45
	\$73,964.80	\$77,987.00	\$82,355.00	\$86,777.60	\$91,673.40	\$96,660.20	\$101,974.60	\$107,598.40	\$113,495.20	\$119,701.40	\$126,399.00
25	\$42.65	\$45.06	\$47.49	\$50.11	\$52.87	\$55.78	\$58.83	\$62.06	\$65.52	\$69.09	\$72.87
	\$77,623.00	\$82,009.20	\$86,431.80	\$91,200.20	\$96,223.40	\$101,519.60	\$107,070.60	\$112,949.20	\$119,246.40	\$125,743.80	\$132,623.40
26	\$44.78	\$47.30	\$49.83	\$52.62	\$55.52	\$58.52	\$61.80	\$65.14	\$68.79	\$72.57	\$76.52
	\$81,499.60	\$86,086.00	\$90,690.60	\$95,768.40	\$101,046.40	\$106,506.40	\$112,476.00	\$118,554.80	\$125,197.80	\$132,077.40	\$139,266.40
27	\$47.10	\$49.62	\$52.34	\$55.24	\$58.30	\$61.46	\$64.93	\$68.42	\$72.28	\$76.21	\$80.38
	\$85,722.00	\$90,308.40	\$95,258.80	\$100,536.80	\$106,106.00	\$111,857.20	\$118,172.60	\$124,524.40	\$131,549.60	\$138,702.20	\$146,291.60
28	\$49.43	\$52.15	\$54.99	\$58.02	\$61.23	\$64.55	\$68.11	\$71.88	\$75.81	\$79.98	\$84.34
	\$89,962.60	\$94,913.00	\$100,081.80	\$105,596.40	\$111,438.60	\$117,481.00	\$123,960.20	\$130,821.60	\$137,974.20	\$145,563.60	\$153,498.80

Grade/Step 70 hrs 16 step table **Jan 2022**

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$19.81	\$20.50	\$21.21	\$22.57
													36,054.20	37,310.00	38,602.20	41,077.40
02											\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.63
											36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	43,006.60
03										\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.92
										36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	45,354.40
04								\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$26.21
								36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	44,226.00	45,736.60	47,702.20
05							\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$27.52
							36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	44,226.00	45,736.60	47,301.80	50,086.40
06					\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.86
					36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	44,226.00	45,736.60	47,301.80	48,958.00	50,614.20	52,525.20
07				\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$30.28
				36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	44,226.00	45,736.60	47,301.80	48,958.00	50,614.20	52,434.20	55,109.60
08			\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$29.79	\$31.81
			36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	44,226.00	45,736.60	47,301.80	48,958.00	50,614.20	52,434.20	54,217.80	57,894.20
09	\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$29.79	\$30.80	\$31.86	\$33.35
	36,054.20	37,310.00	38,602.20	39,930.80	41,332.20	42,751.80	44,226.00	45,736.60	47,301.80	48,958.00	50,614.20	52,434.20	54,217.80	56,056.00	57,985.20	60,697.00
10	\$20.52	\$21.24	\$21.96	\$22.72	\$23.51	\$24.31	\$25.14	\$26.02	\$26.91	\$27.83	\$28.82	\$29.81	\$30.82	\$31.87	\$32.99	\$35.05
	37,346.40	38,656.80	39,967.20	41,350.40	42,788.20	44,244.20	45,754.80	47,356.40	48,976.20	50,650.60	52,452.40	54,254.20	56,092.40	58,003.40	60,041.80	63,791.00
11	\$21.56	\$22.31	\$23.10	\$23.88	\$24.71	\$25.57	\$26.46	\$27.37	\$28.30	\$29.29	\$30.31	\$31.34	\$32.43	\$33.56	\$34.72	\$36.84
	39,239.20	40,604.20	42,042.00	43,461.60	44,972.20	46,537.40	48,157.20	49,813.40	51,506.00	53,307.80	55,164.20	57,038.80	59,022.60	61,079.20	63,190.40	67,048.80
12	\$22.58	\$23.37	\$24.19	\$25.01	\$25.87	\$26.76	\$27.68	\$28.63	\$29.62	\$30.64	\$31.71	\$32.81	\$33.93	\$35.11	\$36.32	\$38.65
	41,095.60	42,533.40	44,025.80	45,518.20	47,083.40	48,703.20	50,377.60	52,106.60	53,908.40	55,764.80	57,712.20	59,714.20	61,752.60	63,900.20	66,102.40	70,343.00
13	\$23.75	\$24.54	\$25.41	\$26.28	\$27.18	\$28.14	\$29.10	\$30.09	\$31.13	\$32.23	\$33.30	\$34.46	\$35.66	\$36.87	\$38.15	\$40.59
	43,225.00	44,662.80	46,246.20	47,829.60	49,467.60	51,214.80	52,962.00	54,763.80	56,656.60	58,658.60	60,606.00	62,717.20	64,901.20	67,103.40	69,433.00	73,873.80
14	\$24.94	\$25.79	\$26.68	\$27.59	\$28.55	\$29.52	\$30.57	\$31.62	\$32.69	\$33.82	\$34.98	\$36.18	\$37.44	\$38.72	\$40.05	\$42.62
	45,390.80	46,937.80	48,557.60	50,213.80	51,961.00	53,726.40	55,637.40	57,548.40	59,495.80	61,552.40	63,663.60	65,847.60	68,140.80	70,470.40	72,891.00	77,568.40
15	\$26.23	\$27.11	\$28.09	\$29.03	\$30.03	\$31.08	\$32.15	\$33.25	\$34.40	\$35.59	\$36.82	\$38.08	\$39.39	\$40.76	\$42.20	\$44.73
	47,738.60	49,340.20	51,123.80	52,834.60	54,654.60	56,565.60	58,513.00	60,515.00	62,608.00	64,773.80	67,012.40	69,305.60	71,689.80	74,183.20	76,804.00	81,408.60
16	\$27.51	\$28.46	\$29.44	\$30.47	\$31.51	\$32.59	\$33.73	\$34.90	\$36.09	\$37.33	\$38.60	\$39.95	\$41.33	\$42.73	\$44.22	\$46.94
	50,068.20	51,797.20	53,580.80	55,455.40	57,348.20	59,313.80	61,388.60	63,518.00	65,683.80	67,940.60	70,252.00	72,709.00	75,220.60	77,768.60	80,480.40	85,430.80
17	\$28.88	\$29.88	\$30.92	\$31.97	\$33.06	\$34.21	\$35.40	\$36.61	\$37.87	\$39.18	\$40.53	\$41.90	\$43.37	\$44.86	\$46.45	\$49.38
	52,561.60	54,381.60	56,274.40	58,185.40	60,169.20	62,262.20	64,428.00	66,630.20	68,923.40	71,307.60	73,764.60	76,258.00	78,933.40	81,645.20	84,539.00	89,871.60
18	\$30.33	\$31.35	\$32.45	\$33.57	\$34.73	\$35.94	\$37.18	\$38.46	\$39.78	\$41.14	\$42.57	\$44.05	\$45.56	\$47.18	\$48.78	\$51.82
	55,200.60	57,057.00	59,059.00	61,097.40	63,208.60	65,410.80	67,667.60	69,997.20	72,399.60	74,874.80	77,477.40	80,171.00	82,919.20	85,867.60	88,779.60	94,312.40
19	\$31.85	\$32.97	\$34.10	\$35.26	\$36.48	\$37.74	\$39.06	\$40.39	\$41.78	\$43.21	\$44.70	\$46.25	\$47.89	\$49.50	\$51.22	\$54.37
	57,967.00	60,005.40	62,062.00	64,173.20	66,393.60	68,686.80	71,089.20	73,509.80	76,039.60	78,642.20	81,354.00	84,175.00	87,159.80	90,090.00	93,220.40	98,953.40

Grade/Step 70 hrs 16 step table **Jan 2022**

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$33.47	\$34.61	\$35.81	\$37.05	\$38.34	\$39.67	\$41.02	\$42.43	\$43.90	\$45.40	\$46.94	\$48.61	\$50.27	\$51.99	\$53.80	\$57.11
	60,915.40	62,990.20	65,174.20	67,431.00	69,778.80	72,199.40	74,656.40	77,222.60	79,898.00	82,628.00	85,430.80	88,470.20	91,491.40	94,621.80	97,916.00	103,940.20
21	\$35.10	\$36.31	\$37.57	\$38.87	\$40.19	\$41.59	\$43.04	\$44.51	\$46.03	\$47.60	\$49.31	\$50.98	\$52.73	\$54.55	\$56.45	\$59.98
	63,882.00	66,084.20	68,377.40	70,743.40	73,145.80	75,693.80	78,332.80	81,008.20	83,774.60	86,632.00	89,744.20	92,783.60	95,968.60	99,281.00	102,739.00	109,163.60
22	\$36.87	\$38.15	\$39.44	\$40.82	\$42.26	\$43.71	\$45.20	\$46.75	\$48.33	\$50.06	\$51.78	\$53.57	\$55.41	\$57.33	\$59.29	\$62.99
	67,103.40	69,433.00	71,780.80	74,292.40	76,913.20	79,552.20	82,264.00	85,085.00	87,960.60	91,109.20	94,239.60	97,497.40	100,846.20	104,340.60	107,907.80	114,641.80
23	\$38.69	\$40.03	\$41.43	\$42.85	\$44.33	\$45.85	\$47.42	\$49.04	\$50.77	\$52.52	\$54.33	\$56.19	\$58.15	\$60.12	\$62.23	\$66.17
	70,415.80	72,854.60	75,402.60	77,987.00	80,680.60	83,447.00	86,304.40	89,252.80	92,401.40	95,586.40	98,880.60	102,265.80	105,833.00	109,418.40	113,258.60	120,429.40
24	\$40.64	\$42.04	\$43.48	\$44.99	\$46.55	\$48.14	\$49.78	\$51.53	\$53.30	\$55.13	\$57.02	\$59.01	\$61.04	\$63.15	\$65.34	\$69.45
	73,964.80	76,512.80	79,133.60	81,881.80	84,721.00	87,614.80	90,599.60	93,784.60	97,006.00	100,336.60	103,776.40	107,398.20	111,092.80	114,933.00	118,918.80	126,399.00
25	\$42.65	\$44.13	\$45.70	\$47.25	\$48.85	\$50.53	\$52.28	\$54.10	\$55.95	\$57.89	\$59.88	\$61.94	\$64.09	\$66.30	\$68.57	\$72.87
	77,623.00	80,316.60	83,174.00	85,995.00	88,907.00	91,964.60	95,149.60	98,462.00	101,829.00	105,359.80	108,981.60	112,730.80	116,643.80	120,666.00	124,797.40	132,623.40
26	\$44.78	\$46.39	\$47.97	\$49.59	\$51.30	\$53.07	\$54.92	\$56.80	\$58.78	\$60.77	\$62.91	\$65.06	\$67.31	\$69.64	\$72.02	\$76.52
	81,499.60	84,429.80	87,305.40	90,253.80	93,366.00	96,587.40	99,954.40	103,376.00	106,979.60	110,601.40	114,496.20	118,409.20	122,504.20	126,744.80	131,076.40	139,266.40
27	\$47.10	\$48.72	\$50.37	\$52.11	\$53.89	\$55.78	\$57.68	\$59.70	\$61.74	\$63.87	\$66.08	\$68.36	\$70.72	\$73.16	\$75.69	\$80.38
	85,722.00	88,670.40	91,673.40	94,840.20	98,079.80	101,519.60	104,977.60	108,654.00	112,366.80	116,243.40	120,265.60	124,415.20	128,710.40	133,151.20	137,755.80	146,291.60
28	\$49.43	\$51.12	\$52.89	\$54.70	\$56.60	\$58.52	\$60.58	\$62.65	\$64.83	\$67.06	\$69.38	\$71.75	\$74.22	\$76.78	\$79.43	\$84.34
	89,962.60	93,038.40	96,259.80	99,554.00	103,012.00	106,506.40	110,255.60	114,023.00	117,990.60	122,049.20	126,271.60	130,585.00	135,080.40	139,739.60	144,562.60	153,498.80

Grade/Step 80 hrs 11 Steps Jan 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$19.81	\$21.48	\$22.57
									\$41,204.80	\$44,678.40	\$46,945.60
02								\$19.81	\$21.19	\$22.40	\$23.63
								\$41,204.80	\$44,075.20	\$46,592.00	\$49,150.40
03							\$19.81	\$21.19	\$22.40	\$23.63	\$24.92
							\$41,204.80	\$44,075.20	\$46,592.00	\$49,150.40	\$51,833.60
04						\$19.81	\$21.11	\$22.30	\$23.53	\$24.83	\$26.21
						\$41,204.80	\$43,908.80	\$46,384.00	\$48,942.40	\$51,646.40	\$54,516.80
05					\$19.81	\$21.08	\$22.26	\$23.49	\$24.74	\$26.07	\$27.52
					\$41,204.80	\$43,846.40	\$46,300.80	\$48,859.20	\$51,459.20	\$54,225.60	\$57,241.60
06				\$19.81	\$20.92	\$22.11	\$23.23	\$24.56	\$25.89	\$27.34	\$28.86
				\$41,204.80	\$43,513.60	\$45,988.80	\$48,318.40	\$51,084.80	\$53,851.20	\$56,867.20	\$60,028.80
07			\$19.81	\$20.84	\$21.94	\$23.13	\$24.45	\$25.80	\$27.21	\$28.67	\$30.28
			\$41,204.80	\$43,347.20	\$45,635.20	\$48,110.40	\$50,856.00	\$53,664.00	\$56,596.80	\$59,633.60	\$62,982.40
08		\$19.81	\$20.73	\$21.84	\$23.07	\$24.30	\$25.68	\$27.08	\$28.55	\$30.13	\$31.81
		\$41,204.80	\$43,118.40	\$45,427.20	\$47,985.60	\$50,544.00	\$53,414.40	\$56,326.40	\$59,384.00	\$62,670.40	\$66,164.80
09	\$19.81	\$20.59	\$21.74	\$22.98	\$24.25	\$25.57	\$26.94	\$28.44	\$29.96	\$31.66	\$33.35
	\$41,204.80	\$42,827.20	\$45,219.20	\$47,798.40	\$50,440.00	\$53,185.60	\$56,035.20	\$59,155.20	\$62,316.80	\$65,852.80	\$69,368.00
10	\$20.52	\$21.65	\$22.87	\$24.15	\$25.44	\$26.81	\$28.33	\$29.88	\$31.48	\$33.24	\$35.05
	\$42,681.60	\$45,032.00	\$47,569.60	\$50,232.00	\$52,915.20	\$55,764.80	\$58,926.40	\$62,150.40	\$65,478.40	\$69,139.20	\$72,904.00
11	\$21.56	\$22.79	\$23.96	\$25.31	\$26.70	\$28.17	\$29.75	\$31.37	\$33.06	\$34.94	\$36.84
	\$44,844.80	\$47,403.20	\$49,836.80	\$52,644.80	\$55,536.00	\$58,593.60	\$61,880.00	\$65,249.60	\$68,764.80	\$72,675.20	\$76,627.20
12	\$22.58	\$23.85	\$25.17	\$26.59	\$28.07	\$29.56	\$31.21	\$32.95	\$34.74	\$36.66	\$38.65
	\$46,966.40	\$49,608.00	\$52,353.60	\$55,307.20	\$58,385.60	\$61,484.80	\$64,916.80	\$68,536.00	\$72,259.20	\$76,252.80	\$80,392.00
13	\$23.75	\$25.04	\$26.46	\$27.91	\$29.39	\$31.06	\$32.73	\$34.57	\$36.46	\$38.46	\$40.59
	\$49,400.00	\$52,083.20	\$55,036.80	\$58,052.80	\$61,131.20	\$64,604.80	\$68,078.40	\$71,905.60	\$75,836.80	\$79,996.80	\$84,427.20
14	\$24.94	\$26.31	\$27.76	\$29.30	\$30.93	\$32.61	\$34.42	\$36.30	\$38.33	\$40.38	\$42.62
	\$51,875.20	\$54,724.80	\$57,740.80	\$60,944.00	\$64,334.40	\$67,828.80	\$71,593.60	\$75,504.00	\$79,726.40	\$83,990.40	\$88,649.60

Grade/Step 80 hrs 11 Steps Jan 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$26.23	\$27.62	\$29.17	\$30.73	\$32.46	\$34.25	\$36.12	\$38.07	\$40.20	\$42.41	\$44.73
	\$54,558.40	\$57,449.60	\$60,673.60	\$63,918.40	\$67,516.80	\$71,240.00	\$75,129.60	\$79,185.60	\$83,616.00	\$88,212.80	\$93,038.40
16	\$27.51	\$29.03	\$30.64	\$32.33	\$34.12	\$35.97	\$37.94	\$40.05	\$42.21	\$44.56	\$46.94
	\$57,220.80	\$60,382.40	\$63,731.20	\$67,246.40	\$70,969.60	\$74,817.60	\$78,915.20	\$83,304.00	\$87,796.80	\$92,684.80	\$97,635.20
17	\$28.88	\$30.51	\$32.12	\$33.91	\$35.78	\$37.76	\$39.83	\$42.04	\$44.34	\$46.75	\$49.38
	\$60,070.40	\$63,460.80	\$66,809.60	\$70,532.80	\$74,422.40	\$78,540.80	\$82,846.40	\$87,443.20	\$92,227.20	\$97,240.00	\$102,710.40
18	\$30.33	\$31.99	\$33.73	\$35.60	\$37.60	\$39.68	\$41.87	\$44.11	\$46.57	\$49.05	\$51.82
	\$63,086.40	\$66,539.20	\$70,158.40	\$74,048.00	\$78,208.00	\$82,534.40	\$87,089.60	\$91,748.80	\$96,865.60	\$102,024.00	\$107,785.60
19	\$31.85	\$33.60	\$35.47	\$37.41	\$39.43	\$41.63	\$43.93	\$46.34	\$48.89	\$51.56	\$54.37
	\$66,248.00	\$69,888.00	\$73,777.60	\$77,812.80	\$82,014.40	\$86,590.40	\$91,374.40	\$96,387.20	\$101,691.20	\$107,244.80	\$113,089.60
20	\$33.47	\$35.31	\$37.23	\$39.27	\$41.44	\$43.74	\$46.09	\$48.71	\$51.33	\$54.17	\$57.11
	\$69,617.60	\$73,444.80	\$77,438.40	\$81,681.60	\$86,195.20	\$90,979.20	\$95,867.20	\$101,316.80	\$106,766.40	\$112,673.60	\$118,788.80
21	\$35.10	\$37.05	\$39.11	\$41.26	\$43.47	\$45.91	\$48.33	\$51.07	\$53.87	\$56.81	\$59.98
	\$73,008.00	\$77,064.00	\$81,348.80	\$85,820.80	\$90,417.60	\$95,492.80	\$100,526.40	\$106,225.60	\$112,049.60	\$118,164.80	\$124,758.40
22	\$36.87	\$38.90	\$41.02	\$43.30	\$45.70	\$48.17	\$50.83	\$53.64	\$56.62	\$59.73	\$62.99
	\$76,689.60	\$80,912.00	\$85,321.60	\$90,064.00	\$95,056.00	\$100,193.60	\$105,726.40	\$111,571.20	\$117,769.60	\$124,238.40	\$131,019.20
23	\$38.69	\$40.85	\$43.12	\$45.44	\$47.97	\$50.58	\$53.40	\$56.34	\$59.43	\$62.67	\$66.17
	\$80,475.20	\$84,968.00	\$89,689.60	\$94,515.20	\$99,777.60	\$105,206.40	\$111,072.00	\$117,187.20	\$123,614.40	\$130,353.60	\$137,633.60
24	\$40.64	\$42.85	\$45.25	\$47.68	\$50.37	\$53.11	\$56.03	\$59.12	\$62.36	\$65.77	\$69.45
	\$84,531.20	\$89,128.00	\$94,120.00	\$99,174.40	\$104,769.60	\$110,468.80	\$116,542.40	\$122,969.60	\$129,708.80	\$136,801.60	\$144,456.00
25	\$42.65	\$45.06	\$47.49	\$50.11	\$52.87	\$55.78	\$58.83	\$62.06	\$65.52	\$69.09	\$72.87
	\$88,712.00	\$93,724.80	\$98,779.20	\$104,228.80	\$109,969.60	\$116,022.40	\$122,366.40	\$129,084.80	\$136,281.60	\$143,707.20	\$151,569.60
26	\$44.78	\$47.30	\$49.83	\$52.62	\$55.52	\$58.52	\$61.80	\$65.14	\$68.79	\$72.57	\$76.52
	\$93,142.40	\$98,384.00	\$103,646.40	\$109,449.60	\$115,481.60	\$121,721.60	\$128,544.00	\$135,491.20	\$143,083.20	\$150,945.60	\$159,161.60
27	\$47.10	\$49.62	\$52.34	\$55.24	\$58.30	\$61.46	\$64.93	\$68.42	\$72.28	\$76.21	\$80.38
	\$97,968.00	\$103,209.60	\$108,867.20	\$114,899.20	\$121,264.00	\$127,836.80	\$135,054.40	\$142,313.60	\$150,342.40	\$158,516.80	\$167,190.40
28	\$49.43	\$52.15	\$54.99	\$58.02	\$61.23	\$64.55	\$68.11	\$71.88	\$75.81	\$79.98	\$84.34
	\$102,814.40	\$108,472.00	\$114,379.20	\$120,681.60	\$127,358.40	\$134,264.00	\$141,668.80	\$149,510.40	\$157,684.80	\$166,358.40	\$175,427.20

Grade/Step 80 hrs 11 Steps **Jan 2022**

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$19.81	\$20.43	\$21.52	\$22.58	\$23.95	\$25.23
						\$41,204.80	\$42,494.40	\$44,761.60	\$46,966.40	\$49,816.00	\$52,478.40
B				\$19.81	\$21.24	\$22.42	\$23.63	\$24.93	\$26.26	\$27.68	\$29.22
				\$41,204.80	\$44,179.20	\$46,633.60	\$49,150.40	\$51,854.40	\$54,620.80	\$57,574.40	\$60,777.60
C	\$19.81	\$20.92	\$21.98	\$23.17	\$24.52	\$25.87	\$27.31	\$28.81	\$30.42	\$32.05	\$33.78
	\$41,204.80	\$43,513.60	\$45,718.40	\$48,193.60	\$51,001.60	\$53,809.60	\$56,804.80	\$59,924.80	\$63,273.60	\$66,664.00	\$70,262.40
C+	\$20.45	\$21.54	\$22.57	\$23.81	\$25.13	\$26.50	\$27.92	\$29.35	\$31.04	\$32.65	\$34.40
	\$42,536.00	\$44,803.20	\$46,945.60	\$49,524.80	\$52,270.40	\$55,120.00	\$58,073.60	\$61,048.00	\$64,563.20	\$67,912.00	\$71,552.00
D	\$21.79	\$23.07	\$24.28	\$25.67	\$27.08	\$28.56	\$30.10	\$31.80	\$33.56	\$35.42	\$37.30
	\$45,323.20	\$47,985.60	\$50,502.40	\$53,393.60	\$56,326.40	\$59,404.80	\$62,608.00	\$66,144.00	\$69,804.80	\$73,673.60	\$77,584.00
E	\$23.02	\$24.23	\$25.55	\$26.91	\$28.34	\$29.90	\$31.71	\$33.33	\$35.23	\$37.05	\$39.12
	\$47,881.60	\$50,398.40	\$53,144.00	\$55,972.80	\$58,947.20	\$62,192.00	\$65,956.80	\$69,326.40	\$73,278.40	\$77,064.00	\$81,369.60
F	\$25.26	\$26.67	\$28.10	\$29.67	\$31.26	\$32.95	\$34.89	\$36.86	\$38.83	\$40.95	\$43.21
	\$52,540.80	\$55,473.60	\$58,448.00	\$61,713.60	\$65,020.80	\$68,536.00	\$72,571.20	\$76,668.80	\$80,766.40	\$85,176.00	\$89,876.80
G	\$26.55	\$28.01	\$29.56	\$31.15	\$32.81	\$34.73	\$36.69	\$38.60	\$40.76	\$42.94	\$45.31
	\$55,224.00	\$58,260.80	\$61,484.80	\$64,792.00	\$68,244.80	\$72,238.40	\$76,315.20	\$80,288.00	\$84,780.80	\$89,315.20	\$94,244.80
H	\$29.25	\$30.80	\$32.60	\$34.35	\$36.18	\$38.32	\$40.30	\$42.57	\$44.86	\$47.37	\$49.98
	\$60,840.00	\$64,064.00	\$67,808.00	\$71,448.00	\$75,254.40	\$79,705.60	\$83,824.00	\$88,545.60	\$93,308.80	\$98,529.60	\$103,958.40
I	\$32.60	\$34.28	\$36.18	\$38.32	\$40.30	\$42.57	\$44.86	\$47.37	\$49.98	\$52.76	\$55.78
	\$67,808.00	\$71,302.40	\$75,254.40	\$79,705.60	\$83,824.00	\$88,545.60	\$93,308.80	\$98,529.60	\$103,958.40	\$109,740.80	\$116,022.40

Grade/Step 80 hrs 16 step table

Jan 2022

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$19.81	\$20.50	\$21.21	\$22.57
													41,204.80	42,640.00	44,116.80	46,945.60
02											\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.63
											41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	49,150.40
03										\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.92
										41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	51,833.60
04								\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$26.21
								41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,516.80
05							\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$27.52
							41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	57,241.60
06					\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.86
					41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	55,952.00	57,844.80	60,028.80
07				\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$30.28
				41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	55,952.00	57,844.80	59,924.80	62,982.40
08			\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$29.79	\$31.81
			41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	55,952.00	57,844.80	59,924.80	61,963.20	66,164.80
09	\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$29.79	\$30.80	\$31.86	\$33.35
	41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	55,952.00	57,844.80	59,924.80	61,963.20	64,064.00	66,268.80	69,368.00
10	\$20.52	\$21.24	\$21.96	\$22.72	\$23.51	\$24.31	\$25.14	\$26.02	\$26.91	\$27.83	\$28.82	\$29.81	\$30.82	\$31.87	\$32.99	\$35.05
	42,681.60	44,179.20	45,676.80	47,257.60	48,900.80	50,564.80	52,291.20	54,121.60	55,972.80	57,886.40	59,945.60	62,004.80	64,105.60	66,289.60	68,619.20	72,904.00
11	\$21.56	\$22.31	\$23.10	\$23.88	\$24.71	\$25.57	\$26.46	\$27.37	\$28.30	\$29.29	\$30.31	\$31.34	\$32.43	\$33.56	\$34.72	\$36.84
	44,844.80	46,404.80	48,048.00	49,670.40	51,396.80	53,185.60	55,036.80	56,929.60	58,864.00	60,923.20	63,044.80	65,187.20	67,454.40	69,804.80	72,217.60	76,627.20
12	\$22.58	\$23.37	\$24.19	\$25.01	\$25.87	\$26.76	\$27.68	\$28.63	\$29.62	\$30.64	\$31.71	\$32.81	\$33.93	\$35.11	\$36.32	\$38.65
	46,966.40	48,609.60	50,315.20	52,020.80	53,809.60	55,660.80	57,574.40	59,550.40	61,609.60	63,731.20	65,956.80	68,244.80	70,574.40	73,028.80	75,545.60	80,392.00
13	\$23.75	\$24.54	\$25.41	\$26.28	\$27.18	\$28.14	\$29.10	\$30.09	\$31.13	\$32.23	\$33.30	\$34.46	\$35.66	\$36.87	\$38.15	\$40.59
	49,400.00	51,043.20	52,852.80	54,662.40	56,534.40	58,531.20	60,528.00	62,587.20	64,750.40	67,038.40	69,264.00	71,676.80	74,172.80	76,689.60	79,352.00	84,427.20
14	\$24.94	\$25.79	\$26.68	\$27.59	\$28.55	\$29.52	\$30.57	\$31.62	\$32.69	\$33.82	\$34.98	\$36.18	\$37.44	\$38.72	\$40.05	\$42.62
	51,875.20	53,643.20	55,494.40	57,387.20	59,384.00	61,401.60	63,585.60	65,769.60	67,995.20	70,345.60	72,758.40	75,254.40	77,875.20	80,537.60	83,304.00	88,649.60
15	\$26.23	\$27.11	\$28.09	\$29.03	\$30.03	\$31.08	\$32.15	\$33.25	\$34.40	\$35.59	\$36.82	\$38.08	\$39.39	\$40.76	\$42.20	\$44.73
	54,558.40	56,388.80	58,227.20	60,382.40	62,462.40	64,646.40	66,872.00	69,160.00	71,552.00	74,027.20	76,585.60	79,206.40	81,931.20	84,780.80	87,776.00	93,038.40
16	\$27.51	\$28.46	\$29.44	\$30.47	\$31.51	\$32.59	\$33.73	\$34.90	\$36.09	\$37.33	\$38.60	\$39.95	\$41.33	\$42.73	\$44.22	\$46.94
	57,220.80	59,196.80	61,235.20	63,377.60	65,540.80	67,787.20	70,158.40	72,592.00	75,067.20	77,646.40	80,288.00	83,096.00	85,966.40	88,878.40	91,977.60	97,635.20
17	\$28.88	\$29.88	\$30.92	\$31.97	\$33.06	\$34.21	\$35.40	\$36.61	\$37.87	\$39.18	\$40.53	\$41.90	\$43.37	\$44.86	\$46.45	\$49.38
	60,070.40	62,150.40	64,313.60	66,497.60	68,764.80	71,156.80	73,632.00	76,148.80	78,769.60	81,494.40	84,302.40	87,152.00	90,209.60	93,308.80	96,616.00	102,710.40
18	\$30.33	\$31.35	\$32.45	\$33.57	\$34.73	\$35.94	\$37.18	\$38.46	\$39.78	\$41.14	\$42.57	\$44.05	\$45.56	\$47.18	\$48.78	\$51.82
	63,086.40	65,208.00	67,496.00	69,825.60	72,238.40	74,755.20	77,334.40	79,996.80	82,742.40	85,571.20	88,545.60	91,624.00	94,764.80	98,134.40	101,462.40	107,785.60
19	\$31.85	\$32.97	\$34.10	\$35.26	\$36.48	\$37.74	\$39.06	\$40.39	\$41.78	\$43.21	\$44.70	\$46.25	\$47.89	\$49.50	\$51.22	\$54.37
	66,248.00	68,577.60	70,928.00	73,340.80	75,878.40	78,499.20	81,244.80	84,011.20	86,902.40	89,876.80	92,976.00	96,200.00	99,611.20	102,960.00	106,537.60	113,089.60

Grade/Step 80 hrs 16 step table

Jan 2022

26 pay periods

Employees hired on/after 7/1/11

		STEP															
GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	
20	\$33.47	\$34.61	\$35.81	\$37.05	\$38.34	\$39.67	\$41.02	\$42.43	\$43.90	\$45.40	\$46.94	\$48.61	\$50.27	\$51.99	\$53.80	\$57.11	
	69,617.60	71,988.80	74,484.80	77,064.00	79,747.20	82,513.60	85,321.60	88,254.40	91,312.00	94,432.00	97,635.20	101,108.80	104,561.60	108,139.20	111,904.00	118,788.80	
21	\$35.10	\$36.31	\$37.57	\$38.87	\$40.19	\$41.59	\$43.04	\$44.51	\$46.03	\$47.60	\$49.31	\$50.98	\$52.73	\$54.55	\$56.45	\$59.98	
	73,008.00	75,524.80	78,145.60	80,849.60	83,595.20	86,507.20	89,523.20	92,580.80	95,742.40	99,008.00	102,564.80	106,038.40	109,678.40	113,464.00	117,416.00	124,758.40	
22	\$36.87	\$38.15	\$39.44	\$40.82	\$42.26	\$43.71	\$45.20	\$46.75	\$48.33	\$50.06	\$51.78	\$53.57	\$55.41	\$57.33	\$59.29	\$62.99	
	76,689.60	79,352.00	82,035.20	84,905.60	87,900.80	90,916.80	94,016.00	97,240.00	100,526.40	104,124.80	107,702.40	111,425.60	115,252.80	119,246.40	123,323.20	131,019.20	
23	\$38.69	\$40.03	\$41.43	\$42.85	\$44.33	\$45.85	\$47.42	\$49.04	\$50.77	\$52.52	\$54.33	\$56.19	\$58.15	\$60.12	\$62.23	\$66.17	
	80,475.20	83,262.40	86,174.40	89,128.00	92,206.40	95,368.00	98,633.60	102,003.20	105,601.60	109,241.60	113,006.40	116,875.20	120,952.00	125,049.60	129,438.40	137,633.60	
24	\$40.64	\$42.04	\$43.48	\$44.99	\$46.55	\$48.14	\$49.78	\$51.53	\$53.30	\$55.13	\$57.02	\$59.01	\$61.04	\$63.15	\$65.34	\$69.45	
	84,531.20	87,443.20	90,438.40	93,579.20	96,824.00	100,131.20	103,542.40	107,182.40	110,864.00	114,670.40	118,601.60	122,740.80	126,963.20	131,352.00	135,907.20	144,456.00	
25	\$42.65	\$44.13	\$45.70	\$47.25	\$48.85	\$50.53	\$52.28	\$54.10	\$55.95	\$57.89	\$59.88	\$61.94	\$64.09	\$66.30	\$68.57	\$72.87	
	88,712.00	91,790.40	95,056.00	98,280.00	101,608.00	105,102.40	108,742.40	112,528.00	116,376.00	120,411.20	124,550.40	128,835.20	133,307.20	137,904.00	142,625.60	151,569.60	
26	\$44.78	\$46.39	\$47.97	\$49.59	\$51.30	\$53.07	\$54.92	\$56.80	\$58.78	\$60.77	\$62.91	\$65.06	\$67.31	\$69.64	\$72.02	\$76.52	
	93,142.40	96,491.20	99,777.60	103,147.20	106,704.00	110,385.60	114,233.60	118,144.00	122,262.40	126,401.60	130,852.80	135,324.80	140,004.80	144,851.20	149,801.60	159,161.60	
27	\$47.10	\$48.72	\$50.37	\$52.11	\$53.89	\$55.78	\$57.68	\$59.70	\$61.74	\$63.87	\$66.08	\$68.36	\$70.72	\$73.16	\$75.69	\$80.38	
	97,968.00	101,337.60	104,769.60	108,388.80	112,091.20	116,022.40	119,974.40	124,176.00	128,419.20	132,849.60	137,446.40	142,188.80	147,097.60	152,172.80	157,435.20	167,190.40	
28	\$49.43	\$51.12	\$52.89	\$54.70	\$56.60	\$58.52	\$60.58	\$62.65	\$64.83	\$67.06	\$69.38	\$71.75	\$74.22	\$76.78	\$79.43	\$84.34	
	102,814.40	106,329.60	110,011.20	113,776.00	117,728.00	121,721.60	126,006.40	130,312.00	134,846.40	139,484.80	144,310.40	149,240.00	154,377.60	159,702.40	165,214.40	175,427.20	
A									\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.23	
									41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,478.40	
B					\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$29.22	
					41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	55,952.00	57,844.80	60,777.60	
C	\$19.81	\$20.50	\$21.21	\$21.94	\$22.71	\$23.49	\$24.30	\$25.13	\$25.99	\$26.90	\$27.81	\$28.81	\$29.79	\$30.80	\$31.86	\$33.78	
	41,204.80	42,640.00	44,116.80	45,635.20	47,236.80	48,859.20	50,544.00	52,270.40	54,059.20	55,952.00	57,844.80	59,924.80	61,963.20	64,064.00	66,268.80	70,262.40	
C+	\$20.45	\$21.14	\$21.87	\$22.62	\$23.40	\$24.22	\$25.03	\$25.90	\$26.79	\$27.71	\$28.68	\$29.68	\$30.68	\$31.76	\$32.86	\$34.40	
	42,536.00	43,971.20	45,489.60	47,049.60	48,672.00	50,377.60	52,062.40	53,872.00	55,723.20	57,636.80	59,654.40	61,734.40	63,814.40	66,060.80	68,348.80	71,552.00	
D	\$21.79	\$22.53	\$23.30	\$24.13	\$24.96	\$25.81	\$26.70	\$27.62	\$28.57	\$29.56	\$30.59	\$31.64	\$32.71	\$33.84	\$35.00	\$37.30	
	45,323.20	46,862.40	48,464.00	50,190.40	51,916.80	53,684.80	55,536.00	57,449.60	59,425.60	61,484.80	63,627.20	65,811.20	68,036.80	70,387.20	72,800.00	77,584.00	
E	\$23.02	\$23.80	\$24.60	\$25.47	\$26.34	\$27.27	\$28.19	\$29.16	\$30.16	\$31.21	\$32.29	\$33.39	\$34.53	\$35.72	\$36.95	\$39.12	
	47,881.60	49,504.00	51,168.00	52,977.60	54,787.20	56,721.60	58,635.20	60,652.80	62,732.80	64,916.80	67,163.20	69,451.20	71,822.40	74,297.60	76,856.00	81,369.60	
F	\$25.26	\$26.13	\$27.03	\$27.98	\$28.94	\$29.93	\$30.97	\$32.05	\$33.15	\$34.31	\$35.49	\$36.72	\$37.97	\$39.28	\$40.65	\$43.21	
	52,540.80	54,350.40	56,222.40	58,198.40	60,195.20	62,254.40	64,417.60	66,664.00	68,952.00	71,364.80	73,819.20	76,377.60	78,977.60	81,702.40	84,552.00	89,876.80	
G	\$26.55	\$27.46	\$28.38	\$29.37	\$30.41	\$31.42	\$32.51	\$33.64	\$34.80	\$36.01	\$37.25	\$38.52	\$39.86	\$41.23	\$42.63	\$45.31	
	55,224.00	57,116.80	59,030.40	61,089.60	63,252.80	65,353.60	67,620.80	69,971.20	72,384.00	74,900.80	77,480.00	80,121.60	82,908.80	85,758.40	88,670.40	94,244.80	
H	\$29.25	\$30.22	\$31.30	\$32.36	\$33.48	\$34.63	\$35.82	\$37.06	\$38.35	\$39.68	\$41.04	\$42.44	\$43.91	\$45.41	\$46.95	\$49.98	
	60,840.00	62,857.60	65,104.00	67,308.80	69,638.40	72,030.40	74,505.60	77,084.80	79,768.00	82,534.40	85,363.20	88,275.20	91,332.80	94,452.80	97,656.00	103,958.40	
I	\$32.60	\$33.74	\$34.91	\$36.10	\$37.34	\$38.61	\$39.96	\$41.34	\$42.75	\$44.23	\$45.78	\$47.34	\$48.95	\$50.64	\$52.39	\$55.78	
	67,808.00	70,179.20	72,612.80	75,088.00	77,667.20	80,308.80	83,116.80	85,987.20	88,920.00	91,998.40	95,222.40	98,467.20	101,816.00	105,331.20	108,971.20	116,022.40	

Grade/Step 70 hrs 11 Steps

Jul 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$20.11	\$21.80	\$22.91
									\$36,600.20	\$39,676.00	\$41,696.20
02								\$20.11	\$21.51	\$22.74	\$23.98
								\$36,600.20	\$39,148.20	\$41,386.80	\$43,643.60
03							\$20.11	\$21.51	\$22.74	\$23.98	\$25.29
							\$36,600.20	\$39,148.20	\$41,386.80	\$43,643.60	\$46,027.80
04						\$20.11	\$21.43	\$22.63	\$23.88	\$25.20	\$26.60
						\$36,600.20	\$39,002.60	\$41,186.60	\$43,461.60	\$45,864.00	\$48,412.00
05					\$20.11	\$21.40	\$22.59	\$23.84	\$25.11	\$26.46	\$27.93
					\$36,600.20	\$38,948.00	\$41,113.80	\$43,388.80	\$45,700.20	\$48,157.20	\$50,832.60
06			\$20.11	\$21.23	\$22.44	\$23.58	\$24.93	\$26.28	\$27.75	\$29.29	
			\$36,600.20	\$38,638.60	\$40,840.80	\$42,915.60	\$45,372.60	\$47,829.60	\$50,505.00	\$53,307.80	
07		\$20.11	\$21.15	\$22.27	\$23.48	\$24.82	\$26.19	\$27.62	\$29.10	\$30.73	
		\$36,600.20	\$38,493.00	\$40,531.40	\$42,733.60	\$45,172.40	\$47,665.80	\$50,268.40	\$52,962.00	\$55,928.60	
08	\$20.11	\$21.04	\$22.17	\$23.42	\$24.66	\$26.07	\$27.49	\$28.98	\$30.58	\$32.29	
	\$36,600.20	\$38,292.80	\$40,349.40	\$42,624.40	\$44,881.20	\$47,447.40	\$50,031.80	\$52,743.60	\$55,655.60	\$58,767.80	
09	\$20.11	\$20.90	\$22.07	\$23.32	\$24.61	\$25.95	\$27.34	\$28.87	\$30.41	\$32.13	\$33.85
	\$36,600.20	\$38,038.00	\$40,167.40	\$42,442.40	\$44,790.20	\$47,229.00	\$49,758.80	\$52,543.40	\$55,346.20	\$58,476.60	\$61,607.00
10	\$20.83	\$21.97	\$23.21	\$24.51	\$25.82	\$27.21	\$28.75	\$30.33	\$31.95	\$33.74	\$35.58
	\$37,910.60	\$39,985.40	\$42,242.20	\$44,608.20	\$46,992.40	\$49,522.20	\$52,325.00	\$55,200.60	\$58,149.00	\$61,406.80	\$64,755.60
11	\$21.88	\$23.13	\$24.32	\$25.69	\$27.10	\$28.59	\$30.20	\$31.84	\$33.56	\$35.46	\$37.39
	\$39,821.60	\$42,096.60	\$44,262.40	\$46,755.80	\$49,322.00	\$52,033.80	\$54,964.00	\$57,948.80	\$61,079.20	\$64,537.20	\$68,049.80
12	\$22.92	\$24.21	\$25.55	\$26.99	\$28.49	\$30.00	\$31.68	\$33.44	\$35.26	\$37.21	\$39.23
	\$41,714.40	\$44,062.20	\$46,501.00	\$49,121.80	\$51,851.80	\$54,600.00	\$57,657.60	\$60,860.80	\$64,173.20	\$67,722.20	\$71,398.60
13	\$24.11	\$25.42	\$26.86	\$28.33	\$29.83	\$31.53	\$33.22	\$35.09	\$37.01	\$39.04	\$41.20
	\$43,880.20	\$46,264.40	\$48,885.20	\$51,560.60	\$54,290.60	\$57,384.60	\$60,460.40	\$63,863.80	\$67,358.20	\$71,052.80	\$74,984.00
14	\$25.31	\$26.70	\$28.18	\$29.74	\$31.39	\$33.10	\$34.94	\$36.84	\$38.90	\$40.99	\$43.26
	\$46,064.20	\$48,594.00	\$51,287.60	\$54,126.80	\$57,129.80	\$60,242.00	\$63,590.80	\$67,048.80	\$70,798.00	\$74,601.80	\$78,733.20

Grade/Step 70 hrs 11 Steps

Jul 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$26.62	\$28.03	\$29.61	\$31.19	\$32.95	\$34.76	\$36.66	\$38.64	\$40.80	\$43.05	\$45.40
	\$48,448.40	\$51,014.60	\$53,890.20	\$56,765.80	\$59,969.00	\$63,263.20	\$66,721.20	\$70,324.80	\$74,256.00	\$78,351.00	\$82,628.00
16	\$27.92	\$29.47	\$31.10	\$32.81	\$34.63	\$36.51	\$38.51	\$40.65	\$42.84	\$45.23	\$47.64
	\$50,814.40	\$53,635.40	\$56,602.00	\$59,714.20	\$63,026.60	\$66,448.20	\$70,088.20	\$73,983.00	\$77,968.80	\$82,318.60	\$86,704.80
17	\$29.31	\$30.97	\$32.60	\$34.42	\$36.32	\$38.33	\$40.43	\$42.67	\$45.01	\$47.45	\$50.12
	\$53,344.20	\$56,365.40	\$59,332.00	\$62,644.40	\$66,102.40	\$69,760.60	\$73,582.60	\$77,659.40	\$81,918.20	\$86,359.00	\$91,218.40
18	\$30.78	\$32.47	\$34.24	\$36.13	\$38.16	\$40.28	\$42.50	\$44.77	\$47.27	\$49.79	\$52.60
	\$56,019.60	\$59,095.40	\$62,316.80	\$65,756.60	\$69,451.20	\$73,309.60	\$77,350.00	\$81,481.40	\$86,031.40	\$90,617.80	\$95,732.00
19	\$32.33	\$34.10	\$36.00	\$37.97	\$40.02	\$42.25	\$44.59	\$47.04	\$49.62	\$52.33	\$55.19
	\$58,840.60	\$62,062.00	\$65,520.00	\$69,105.40	\$72,836.40	\$76,895.00	\$81,153.80	\$85,612.80	\$90,308.40	\$95,240.60	\$100,445.80
20	\$33.97	\$35.84	\$37.79	\$39.86	\$42.06	\$44.40	\$46.78	\$49.44	\$52.10	\$54.98	\$57.97
	\$61,825.40	\$65,228.80	\$68,777.80	\$72,545.20	\$76,549.20	\$80,808.00	\$85,139.60	\$89,980.80	\$94,822.00	\$100,063.60	\$105,505.40
21	\$35.63	\$37.61	\$39.70	\$41.88	\$44.12	\$46.60	\$49.05	\$51.84	\$54.68	\$57.66	\$60.88
	\$64,846.60	\$68,450.20	\$72,254.00	\$76,221.60	\$80,298.40	\$84,812.00	\$89,271.00	\$94,348.80	\$99,517.60	\$104,941.20	\$110,801.60
22	\$37.42	\$39.48	\$41.64	\$43.95	\$46.39	\$48.89	\$51.59	\$54.44	\$57.47	\$60.63	\$63.93
	\$68,104.40	\$71,853.60	\$75,784.80	\$79,989.00	\$84,429.80	\$88,979.80	\$93,893.80	\$99,080.80	\$104,595.40	\$110,346.60	\$116,352.60
23	\$39.27	\$41.46	\$43.77	\$46.12	\$48.69	\$51.34	\$54.20	\$57.19	\$60.32	\$63.61	\$67.16
	\$71,471.40	\$75,457.20	\$79,661.40	\$83,938.40	\$88,615.80	\$93,438.80	\$98,644.00	\$104,085.80	\$109,782.40	\$115,770.20	\$122,231.20
24	\$41.25	\$43.49	\$45.93	\$48.40	\$51.13	\$53.91	\$56.87	\$60.01	\$63.30	\$66.76	\$70.49
	\$75,075.00	\$79,151.80	\$83,592.60	\$88,088.00	\$93,056.60	\$98,116.20	\$103,503.40	\$109,218.20	\$115,206.00	\$121,503.20	\$128,291.80
25	\$43.29	\$45.74	\$48.20	\$50.86	\$53.66	\$56.62	\$59.71	\$62.99	\$66.50	\$70.13	\$73.96
	\$78,787.80	\$83,246.80	\$87,724.00	\$92,565.20	\$97,661.20	\$103,048.40	\$108,672.20	\$114,641.80	\$121,030.00	\$127,636.60	\$134,607.20
26	\$45.45	\$48.01	\$50.58	\$53.41	\$56.35	\$59.40	\$62.73	\$66.12	\$69.82	\$73.66	\$77.67
	\$82,719.00	\$87,378.20	\$92,055.60	\$97,206.20	\$102,557.00	\$108,108.00	\$114,168.60	\$120,338.40	\$127,072.40	\$134,061.20	\$141,359.40
27	\$47.81	\$50.36	\$53.13	\$56.07	\$59.17	\$62.38	\$65.90	\$69.45	\$73.36	\$77.35	\$81.59
	\$87,014.20	\$91,655.20	\$96,696.60	\$102,047.40	\$107,689.40	\$113,531.60	\$119,938.00	\$126,399.00	\$133,515.20	\$140,777.00	\$148,493.80
28	\$50.17	\$52.93	\$55.81	\$58.89	\$62.15	\$65.52	\$69.13	\$72.96	\$76.95	\$81.18	\$85.61
	\$91,309.40	\$96,332.60	\$101,574.20	\$107,179.80	\$113,113.00	\$119,246.40	\$125,816.60	\$132,787.20	\$140,049.00	\$147,747.60	\$155,810.20

Grade/Step 70 hrs 16 step table

Jul 2022

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$20.11	\$20.81	\$21.53	\$22.91
													36,600.20	37,874.20	39,184.60	41,696.20
02											\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.98
											36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,643.60
03										\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$25.29
										36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	46,027.80
04								\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.60
								36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	44,881.20	46,428.20	48,412.00
05							\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.93
							36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	44,881.20	46,428.20	48,011.60	50,832.60
06					\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.29
					36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	44,881.20	46,428.20	48,011.60	49,686.00	51,378.60	53,307.80
07				\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.73
				36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	44,881.20	46,428.20	48,011.60	49,686.00	51,378.60	53,216.80	55,928.60
08			\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.24	\$32.29
			36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	44,881.20	46,428.20	48,011.60	49,686.00	51,378.60	53,216.80	55,036.80	58,767.80
09	\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.24	\$31.26	\$32.34	\$33.85
	36,600.20	37,874.20	39,184.60	40,531.40	41,951.00	43,388.80	44,881.20	46,428.20	48,011.60	49,686.00	51,378.60	53,216.80	55,036.80	56,893.20	58,858.80	61,607.00
10	\$20.83	\$21.56	\$22.29	\$23.06	\$23.86	\$24.67	\$25.52	\$26.41	\$27.31	\$28.25	\$29.25	\$30.26	\$31.28	\$32.35	\$33.48	\$35.58
	37,910.60	39,239.20	40,567.80	41,969.20	43,425.20	44,899.40	46,446.40	48,066.20	49,704.20	51,415.00	53,235.00	55,073.20	56,929.60	58,877.00	60,933.60	64,755.60
11	\$21.88	\$22.64	\$23.45	\$24.24	\$25.08	\$25.95	\$26.86	\$27.78	\$28.72	\$29.73	\$30.76	\$31.81	\$32.92	\$34.06	\$35.24	\$37.39
	39,821.60	41,204.80	42,679.00	44,116.80	45,645.60	47,229.00	48,885.20	50,559.60	52,270.40	54,108.60	55,983.20	57,894.20	59,914.40	61,989.20	64,136.80	68,049.80
12	\$22.92	\$23.72	\$24.55	\$25.39	\$26.26	\$27.16	\$28.10	\$29.06	\$30.06	\$31.10	\$32.19	\$33.30	\$34.44	\$35.64	\$36.86	\$39.23
	41,714.40	43,170.40	44,681.00	46,209.80	47,793.20	49,431.20	51,142.00	52,889.20	54,709.20	56,602.00	58,585.80	60,606.00	62,680.80	64,864.80	67,085.20	71,398.60
13	\$24.11	\$24.91	\$25.79	\$26.67	\$27.59	\$28.56	\$29.54	\$30.54	\$31.60	\$32.71	\$33.80	\$34.98	\$36.19	\$37.42	\$38.72	\$41.20
	43,880.20	45,336.20	46,937.80	48,539.40	50,213.80	51,979.20	53,762.80	55,582.80	57,512.00	59,532.20	61,516.00	63,663.60	65,865.80	68,104.40	70,470.40	74,984.00
14	\$25.31	\$26.18	\$27.08	\$28.00	\$28.98	\$29.96	\$31.03	\$32.09	\$33.18	\$34.33	\$35.50	\$36.72	\$38.00	\$39.30	\$40.65	\$43.26
	46,064.20	47,647.60	49,285.60	50,960.00	52,743.60	54,527.20	56,474.60	58,403.80	60,387.60	62,480.60	64,610.00	66,830.40	69,160.00	71,526.00	73,983.00	78,733.20
15	\$26.62	\$27.52	\$28.51	\$29.47	\$30.48	\$31.55	\$32.63	\$33.75	\$34.92	\$36.12	\$37.37	\$38.65	\$39.98	\$41.37	\$42.83	\$45.40
	48,448.40	50,086.40	51,888.20	53,635.40	55,473.60	57,421.00	59,386.60	61,425.00	63,554.40	65,738.40	68,013.40	70,343.00	72,763.60	75,293.40	77,950.60	82,628.00
16	\$27.92	\$28.89	\$29.88	\$30.93	\$31.98	\$33.08	\$34.24	\$35.42	\$36.63	\$37.89	\$39.18	\$40.55	\$41.95	\$43.37	\$44.88	\$47.64
	50,814.40	52,579.80	54,381.60	56,292.60	58,203.60	60,205.60	62,316.80	64,464.40	66,666.60	68,959.80	71,307.60	73,801.00	76,349.00	78,933.40	81,681.60	86,704.80
17	\$29.31	\$30.33	\$31.38	\$32.45	\$33.56	\$34.72	\$35.93	\$37.16	\$38.44	\$39.77	\$41.14	\$42.53	\$44.02	\$45.53	\$47.15	\$50.12
	53,344.20	55,200.60	57,111.60	59,059.00	61,079.20	63,190.40	65,392.60	67,631.20	69,960.80	72,381.40	74,874.80	77,404.60	80,116.40	82,864.60	85,813.00	91,218.40
18	\$30.78	\$31.82	\$32.94	\$34.07	\$35.25	\$36.48	\$37.74	\$39.04	\$40.38	\$41.76	\$43.21	\$44.71	\$46.24	\$47.89	\$49.51	\$52.60
	56,019.60	57,912.40	59,950.80	62,007.40	64,155.00	66,393.60	68,686.80	71,052.80	73,491.60	76,003.20	78,642.20	81,372.20	84,156.80	87,159.80	90,108.20	95,732.00
19	\$32.33	\$33.46	\$34.61	\$35.79	\$37.03	\$38.31	\$39.65	\$41.00	\$42.41	\$43.86	\$45.37	\$46.94	\$48.61	\$50.24	\$51.99	\$55.19
	58,840.60	60,897.20	62,990.20	65,137.80	67,394.60	69,724.20	72,163.00	74,620.00	77,186.20	79,825.20	82,573.40	85,430.80	88,470.20	91,436.80	94,621.80	100,445.80

Grade/Step 70 hrs 16 step table

Jul 2022

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$33.97	\$35.13	\$36.35	\$37.61	\$38.92	\$40.27	\$41.64	\$43.07	\$44.56	\$46.08	\$47.64	\$49.34	\$51.02	\$52.77	\$54.61	\$57.97
	61,825.40	63,936.60	66,157.00	68,450.20	70,834.40	73,291.40	75,784.80	78,387.40	81,099.20	83,865.60	86,704.80	89,798.80	92,856.40	96,041.40	99,390.20	105,505.40
21	\$35.63	\$36.85	\$38.13	\$39.45	\$40.79	\$42.21	\$43.69	\$45.18	\$46.72	\$48.31	\$50.05	\$51.74	\$53.52	\$55.37	\$57.30	\$60.88
	64,846.60	67,067.00	69,396.60	71,799.00	74,237.80	76,822.20	79,515.80	82,227.60	85,030.40	87,924.20	91,091.00	94,166.80	97,406.40	100,773.40	104,286.00	110,801.60
22	\$37.42	\$38.72	\$40.03	\$41.43	\$42.89	\$44.37	\$45.88	\$47.45	\$49.05	\$50.81	\$52.56	\$54.37	\$56.24	\$58.19	\$60.18	\$63.93
	68,104.40	70,470.40	72,854.60	75,402.60	78,059.80	80,753.40	83,501.60	86,359.00	89,271.00	92,474.20	95,659.20	98,953.40	102,356.80	105,905.80	109,527.60	116,352.60
23	\$39.27	\$40.63	\$42.05	\$43.49	\$44.99	\$46.54	\$48.13	\$49.78	\$51.53	\$53.31	\$55.14	\$57.03	\$59.02	\$61.02	\$63.16	\$67.16
	71,471.40	73,946.60	76,531.00	79,151.80	81,881.80	84,702.80	87,596.60	90,599.60	93,784.60	97,024.20	100,354.80	103,794.60	107,416.40	111,056.40	114,951.20	122,231.20
24	\$41.25	\$42.67	\$44.13	\$45.66	\$47.25	\$48.86	\$50.53	\$52.30	\$54.10	\$55.96	\$57.88	\$59.90	\$61.96	\$64.10	\$66.32	\$70.49
	75,075.00	77,659.40	80,316.60	83,101.20	85,995.00	88,925.20	91,964.60	95,186.00	98,462.00	101,847.20	105,341.60	109,018.00	112,767.20	116,662.00	120,702.40	128,291.80
25	\$43.29	\$44.79	\$46.39	\$47.96	\$49.58	\$51.29	\$53.06	\$54.91	\$56.79	\$58.76	\$60.78	\$62.87	\$65.05	\$67.29	\$69.60	\$73.96
	78,787.80	81,517.80	84,429.80	87,287.20	90,235.60	93,347.80	96,569.20	99,936.20	103,357.80	106,943.20	110,619.60	114,423.40	118,391.00	122,467.80	126,672.00	134,607.20
26	\$45.45	\$47.09	\$48.69	\$50.33	\$52.07	\$53.87	\$55.74	\$57.65	\$59.66	\$61.68	\$63.85	\$66.04	\$68.32	\$70.68	\$73.10	\$77.67
	82,719.00	85,703.80	88,615.80	91,600.60	94,767.40	98,043.40	101,446.80	104,923.00	108,581.20	112,257.60	116,207.00	120,192.80	124,342.40	128,637.60	133,042.00	141,359.40
27	\$47.81	\$49.45	\$51.13	\$52.89	\$54.70	\$56.62	\$58.55	\$60.60	\$62.67	\$64.83	\$67.07	\$69.39	\$71.78	\$74.26	\$76.83	\$81.59
	87,014.20	89,999.00	93,056.60	96,259.80	99,554.00	103,048.40	106,561.00	110,292.00	114,059.40	117,990.60	122,067.40	126,289.80	130,639.60	135,153.20	139,830.60	148,493.80
28	\$50.17	\$51.89	\$53.68	\$55.52	\$57.45	\$59.40	\$61.49	\$63.59	\$65.80	\$68.07	\$70.42	\$72.83	\$75.33	\$77.93	\$80.62	\$85.61
	91,309.40	94,439.80	97,697.60	101,046.40	104,559.00	108,108.00	111,911.80	115,733.80	119,756.00	123,887.40	128,164.40	132,550.60	137,100.60	141,832.60	146,728.40	155,810.20

Grade/Step 80 hrs 11 Steps Jul 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
01									\$20.11	\$21.80	\$22.91
									\$41,828.80	\$45,344.00	\$47,652.80
02								\$20.11	\$21.51	\$22.74	\$23.98
								\$41,828.80	\$44,740.80	\$47,299.20	\$49,878.40
03							\$20.11	\$21.51	\$22.74	\$23.98	\$25.29
							\$41,828.80	\$44,740.80	\$47,299.20	\$49,878.40	\$52,603.20
04						\$20.11	\$21.43	\$22.63	\$23.88	\$25.20	\$26.60
						\$41,828.80	\$44,574.40	\$47,070.40	\$49,670.40	\$52,416.00	\$55,328.00
05					\$20.11	\$21.40	\$22.59	\$23.84	\$25.11	\$26.46	\$27.93
					\$41,828.80	\$44,512.00	\$46,987.20	\$49,587.20	\$52,228.80	\$55,036.80	\$58,094.40
06				\$20.11	\$21.23	\$22.44	\$23.58	\$24.93	\$26.28	\$27.75	\$29.29
				\$41,828.80	\$44,158.40	\$46,675.20	\$49,046.40	\$51,854.40	\$54,662.40	\$57,720.00	\$60,923.20
07			\$20.11	\$21.15	\$22.27	\$23.48	\$24.82	\$26.19	\$27.62	\$29.10	\$30.73
			\$41,828.80	\$43,992.00	\$46,321.60	\$48,838.40	\$51,625.60	\$54,475.20	\$57,449.60	\$60,528.00	\$63,918.40
08		\$20.11	\$21.04	\$22.17	\$23.42	\$24.66	\$26.07	\$27.49	\$28.98	\$30.58	\$32.29
		\$41,828.80	\$43,763.20	\$46,113.60	\$48,713.60	\$51,292.80	\$54,225.60	\$57,179.20	\$60,278.40	\$63,606.40	\$67,163.20
09	\$20.11	\$20.90	\$22.07	\$23.32	\$24.61	\$25.95	\$27.34	\$28.87	\$30.41	\$32.13	\$33.85
	\$41,828.80	\$43,472.00	\$45,905.60	\$48,505.60	\$51,188.80	\$53,976.00	\$56,867.20	\$60,049.60	\$63,252.80	\$66,830.40	\$70,408.00
10	\$20.83	\$21.97	\$23.21	\$24.51	\$25.82	\$27.21	\$28.75	\$30.33	\$31.95	\$33.74	\$35.58
	\$43,326.40	\$45,697.60	\$48,276.80	\$50,980.80	\$53,705.60	\$56,596.80	\$59,800.00	\$63,086.40	\$66,456.00	\$70,179.20	\$74,006.40
11	\$21.88	\$23.13	\$24.32	\$25.69	\$27.10	\$28.59	\$30.20	\$31.84	\$33.56	\$35.46	\$37.39
	\$45,510.40	\$48,110.40	\$50,585.60	\$53,435.20	\$56,368.00	\$59,467.20	\$62,816.00	\$66,227.20	\$69,804.80	\$73,756.80	\$77,771.20
12	\$22.92	\$24.21	\$25.55	\$26.99	\$28.49	\$30.00	\$31.68	\$33.44	\$35.26	\$37.21	\$39.23
	\$47,673.60	\$50,356.80	\$53,144.00	\$56,139.20	\$59,259.20	\$62,400.00	\$65,894.40	\$69,555.20	\$73,340.80	\$77,396.80	\$81,598.40
13	\$24.11	\$25.42	\$26.86	\$28.33	\$29.83	\$31.53	\$33.22	\$35.09	\$37.01	\$39.04	\$41.20
	\$50,148.80	\$52,873.60	\$55,868.80	\$58,926.40	\$62,046.40	\$65,582.40	\$69,097.60	\$72,987.20	\$76,980.80	\$81,203.20	\$85,696.00
14	\$25.31	\$26.70	\$28.18	\$29.74	\$31.39	\$33.10	\$34.94	\$36.84	\$38.90	\$40.99	\$43.26
	\$52,644.80	\$55,536.00	\$58,614.40	\$61,859.20	\$65,291.20	\$68,848.00	\$72,675.20	\$76,627.20	\$80,912.00	\$85,259.20	\$89,980.80

Grade/Step 80 hrs 11 Steps Jul 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
15	\$26.62	\$28.03	\$29.61	\$31.19	\$32.95	\$34.76	\$36.66	\$38.64	\$40.80	\$43.05	\$45.40
	\$55,369.60	\$58,302.40	\$61,588.80	\$64,875.20	\$68,536.00	\$72,300.80	\$76,252.80	\$80,371.20	\$84,864.00	\$89,544.00	\$94,432.00
16	\$27.92	\$29.47	\$31.10	\$32.81	\$34.63	\$36.51	\$38.51	\$40.65	\$42.84	\$45.23	\$47.64
	\$58,073.60	\$61,297.60	\$64,688.00	\$68,244.80	\$72,030.40	\$75,940.80	\$80,100.80	\$84,552.00	\$89,107.20	\$94,078.40	\$99,091.20
17	\$29.31	\$30.97	\$32.60	\$34.42	\$36.32	\$38.33	\$40.43	\$42.67	\$45.01	\$47.45	\$50.12
	\$60,964.80	\$64,417.60	\$67,808.00	\$71,593.60	\$75,545.60	\$79,726.40	\$84,094.40	\$88,753.60	\$93,620.80	\$98,696.00	\$104,249.60
18	\$30.78	\$32.47	\$34.24	\$36.13	\$38.16	\$40.28	\$42.50	\$44.77	\$47.27	\$49.79	\$52.60
	\$64,022.40	\$67,537.60	\$71,219.20	\$75,150.40	\$79,372.80	\$83,782.40	\$88,400.00	\$93,121.60	\$98,321.60	\$103,563.20	\$109,408.00
19	\$32.33	\$34.10	\$36.00	\$37.97	\$40.02	\$42.25	\$44.59	\$47.04	\$49.62	\$52.33	\$55.19
	\$67,246.40	\$70,928.00	\$74,880.00	\$78,977.60	\$83,241.60	\$87,880.00	\$92,747.20	\$97,843.20	\$103,209.60	\$108,846.40	\$114,795.20
20	\$33.97	\$35.84	\$37.79	\$39.86	\$42.06	\$44.40	\$46.78	\$49.44	\$52.10	\$54.98	\$57.97
	\$70,657.60	\$74,547.20	\$78,603.20	\$82,908.80	\$87,484.80	\$92,352.00	\$97,302.40	\$102,835.20	\$108,368.00	\$114,358.40	\$120,577.60
21	\$35.63	\$37.61	\$39.70	\$41.88	\$44.12	\$46.60	\$49.05	\$51.84	\$54.68	\$57.66	\$60.88
	\$74,110.40	\$78,228.80	\$82,576.00	\$87,110.40	\$91,769.60	\$96,928.00	\$102,024.00	\$107,827.20	\$113,734.40	\$119,932.80	\$126,630.40
22	\$37.42	\$39.48	\$41.64	\$43.95	\$46.39	\$48.89	\$51.59	\$54.44	\$57.47	\$60.63	\$63.93
	\$77,833.60	\$82,118.40	\$86,611.20	\$91,416.00	\$96,491.20	\$101,691.20	\$107,307.20	\$113,235.20	\$119,537.60	\$126,110.40	\$132,974.40
23	\$39.27	\$41.46	\$43.77	\$46.12	\$48.69	\$51.34	\$54.20	\$57.19	\$60.32	\$63.61	\$67.16
	\$81,681.60	\$86,236.80	\$91,041.60	\$95,929.60	\$101,275.20	\$106,787.20	\$112,736.00	\$118,955.20	\$125,465.60	\$132,308.80	\$139,692.80
24	\$41.25	\$43.49	\$45.93	\$48.40	\$51.13	\$53.91	\$56.87	\$60.01	\$63.30	\$66.76	\$70.49
	\$85,800.00	\$90,459.20	\$95,534.40	\$100,672.00	\$106,350.40	\$112,132.80	\$118,289.60	\$124,820.80	\$131,664.00	\$138,860.80	\$146,619.20
25	\$43.29	\$45.74	\$48.20	\$50.86	\$53.66	\$56.62	\$59.71	\$62.99	\$66.50	\$70.13	\$73.96
	\$90,043.20	\$95,139.20	\$100,256.00	\$105,788.80	\$111,612.80	\$117,769.60	\$124,196.80	\$131,019.20	\$138,320.00	\$145,870.40	\$153,836.80
26	\$45.45	\$48.01	\$50.58	\$53.41	\$56.35	\$59.40	\$62.73	\$66.12	\$69.82	\$73.66	\$77.67
	\$94,536.00	\$99,860.80	\$105,206.40	\$111,092.80	\$117,208.00	\$123,552.00	\$130,478.40	\$137,529.60	\$145,225.60	\$153,212.80	\$161,553.60
27	\$47.81	\$50.36	\$53.13	\$56.07	\$59.17	\$62.38	\$65.90	\$69.45	\$73.36	\$77.35	\$81.59
	\$99,444.80	\$104,748.80	\$110,510.40	\$116,625.60	\$123,073.60	\$129,750.40	\$137,072.00	\$144,456.00	\$152,588.80	\$160,888.00	\$169,707.20
28	\$50.17	\$52.93	\$55.81	\$58.89	\$62.15	\$65.52	\$69.13	\$72.96	\$76.95	\$81.18	\$85.61
	\$104,353.60	\$110,094.40	\$116,084.80	\$122,491.20	\$129,272.00	\$136,281.60	\$143,790.40	\$151,756.80	\$160,056.00	\$168,854.40	\$178,068.80

Grade/Step 80 hrs 11 Steps Jul 2022

26 pay periods

GRADE	STEP										
	01	02	03	04	05	06	07	08	09	10	11
A						\$20.11	\$20.74	\$21.84	\$22.92	\$24.31	\$25.61
						\$41,828.80	\$43,139.20	\$45,427.20	\$47,673.60	\$50,564.80	\$53,268.80
B				\$20.11	\$21.56	\$22.76	\$23.98	\$25.30	\$26.65	\$28.10	\$29.66
				\$41,828.80	\$44,844.80	\$47,340.80	\$49,878.40	\$52,624.00	\$55,432.00	\$58,448.00	\$61,692.80
C	\$20.11	\$21.23	\$22.31	\$23.52	\$24.89	\$26.26	\$27.72	\$29.24	\$30.88	\$32.53	\$34.29
	\$41,828.80	\$44,158.40	\$46,404.80	\$48,921.60	\$51,771.20	\$54,620.80	\$57,657.60	\$60,819.20	\$64,230.40	\$67,662.40	\$71,323.20
C+	\$20.76	\$21.86	\$22.91	\$24.17	\$25.51	\$26.90	\$28.34	\$29.79	\$31.51	\$33.14	\$34.92
	\$43,180.80	\$45,468.80	\$47,652.80	\$50,273.60	\$53,060.80	\$55,952.00	\$58,947.20	\$61,963.20	\$65,540.80	\$68,931.20	\$72,633.60
D	\$22.12	\$23.42	\$24.64	\$26.06	\$27.49	\$28.99	\$30.55	\$32.28	\$34.06	\$35.95	\$37.86
	\$46,009.60	\$48,713.60	\$51,251.20	\$54,204.80	\$57,179.20	\$60,299.20	\$63,544.00	\$67,142.40	\$70,844.80	\$74,776.00	\$78,748.80
E	\$23.37	\$24.59	\$25.93	\$27.31	\$28.77	\$30.35	\$32.19	\$33.83	\$35.76	\$37.61	\$39.71
	\$48,609.60	\$51,147.20	\$53,934.40	\$56,804.80	\$59,841.60	\$63,128.00	\$66,955.20	\$70,366.40	\$74,380.80	\$78,228.80	\$82,596.80
F	\$25.64	\$27.07	\$28.52	\$30.12	\$31.73	\$33.44	\$35.41	\$37.41	\$39.41	\$41.56	\$43.86
	\$53,331.20	\$56,305.60	\$59,321.60	\$62,649.60	\$65,998.40	\$69,555.20	\$73,652.80	\$77,812.80	\$81,972.80	\$86,444.80	\$91,228.80
G	\$26.95	\$28.43	\$30.00	\$31.62	\$33.30	\$35.25	\$37.24	\$39.18	\$41.37	\$43.58	\$45.99
	\$56,056.00	\$59,134.40	\$62,400.00	\$65,769.60	\$69,264.00	\$73,320.00	\$77,459.20	\$81,494.40	\$86,049.60	\$90,646.40	\$95,659.20
H	\$29.69	\$31.26	\$33.09	\$34.87	\$36.72	\$38.89	\$40.90	\$43.21	\$45.53	\$48.08	\$50.73
	\$61,755.20	\$65,020.80	\$68,827.20	\$72,529.60	\$76,377.60	\$80,891.20	\$85,072.00	\$89,876.80	\$94,702.40	\$100,006.40	\$105,518.40
I	\$33.09	\$34.79	\$36.72	\$38.89	\$40.90	\$43.21	\$45.53	\$48.08	\$50.73	\$53.55	\$56.62
	\$68,827.20	\$72,363.20	\$76,377.60	\$80,891.20	\$85,072.00	\$89,876.80	\$94,702.40	\$100,006.40	\$105,518.40	\$111,384.00	\$117,769.60

Grade/Step 80 hrs 16 step table

Jul 2022

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01													\$20.11	\$20.81	\$21.53	\$22.91
													41,828.80	43,284.80	44,782.40	47,652.80
02											\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.98
											41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,878.40
03										\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$25.29
										41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	52,603.20
04								\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.60
								41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	55,328.00
05							\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.93
							41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	58,094.40
06					\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.29
					41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	56,784.00	58,718.40	60,923.20
07				\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.73
				41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	56,784.00	58,718.40	60,819.20	63,918.40
08			\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.24	\$32.29
			41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	56,784.00	58,718.40	60,819.20	62,899.20	67,163.20
09	\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.24	\$31.26	\$32.34	\$33.85
	41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	56,784.00	58,718.40	60,819.20	62,899.20	65,020.80	67,267.20	70,408.00
10	\$20.83	\$21.56	\$22.29	\$23.06	\$23.86	\$24.67	\$25.52	\$26.41	\$27.31	\$28.25	\$29.25	\$30.26	\$31.28	\$32.35	\$33.48	\$35.58
	43,326.40	44,844.80	46,363.20	47,964.80	49,628.80	51,313.60	53,081.60	54,932.80	56,804.80	58,760.00	60,840.00	62,940.80	65,062.40	67,288.00	69,638.40	74,006.40
11	\$21.88	\$22.64	\$23.45	\$24.24	\$25.08	\$25.95	\$26.86	\$27.78	\$28.72	\$29.73	\$30.76	\$31.81	\$32.92	\$34.06	\$35.24	\$37.39
	45,510.40	47,091.20	48,776.00	50,419.20	52,166.40	53,976.00	55,868.80	57,782.40	59,737.60	61,838.40	63,980.80	66,164.80	68,473.60	70,844.80	73,299.20	77,771.20
12	\$22.92	\$23.72	\$24.55	\$25.39	\$26.26	\$27.16	\$28.10	\$29.06	\$30.06	\$31.10	\$32.19	\$33.30	\$34.44	\$35.64	\$36.86	\$39.23
	47,673.60	49,337.60	51,064.00	52,811.20	54,620.80	56,492.80	58,448.00	60,444.80	62,524.80	64,688.00	66,955.20	69,264.00	71,635.20	74,131.20	76,668.80	81,598.40
13	\$24.11	\$24.91	\$25.79	\$26.67	\$27.59	\$28.56	\$29.54	\$30.54	\$31.60	\$32.71	\$33.80	\$34.98	\$36.19	\$37.42	\$38.72	\$41.20
	50,148.80	51,812.80	53,643.20	55,473.60	57,387.20	59,404.80	61,443.20	63,523.20	65,728.00	68,036.80	70,304.00	72,758.40	75,275.20	77,833.60	80,537.60	85,696.00
14	\$25.31	\$26.18	\$27.08	\$28.00	\$28.98	\$29.96	\$31.03	\$32.09	\$33.18	\$34.33	\$35.50	\$36.72	\$38.00	\$39.30	\$40.65	\$43.26
	52,644.80	54,454.40	56,326.40	58,240.00	60,278.40	62,316.80	64,542.40	66,747.20	69,014.40	71,406.40	73,840.00	76,377.60	79,040.00	81,744.00	84,552.00	89,980.80
15	\$26.62	\$27.52	\$28.51	\$29.47	\$30.48	\$31.55	\$32.63	\$33.75	\$34.92	\$36.12	\$37.37	\$38.65	\$39.98	\$41.37	\$42.83	\$45.40
	55,369.60	57,241.60	59,300.80	61,297.60	63,398.40	65,624.00	67,870.40	70,200.00	72,633.60	75,129.60	77,729.60	80,392.00	83,158.40	86,049.60	89,086.40	94,432.00
16	\$27.92	\$28.89	\$29.88	\$30.93	\$31.98	\$33.08	\$34.24	\$35.42	\$36.63	\$37.89	\$39.18	\$40.55	\$41.95	\$43.37	\$44.88	\$47.64
	58,073.60	60,091.20	62,150.40	64,334.40	66,518.40	68,806.40	71,219.20	73,673.60	76,190.40	78,811.20	81,494.40	84,344.00	87,256.00	90,209.60	93,350.40	99,091.20
17	\$29.31	\$30.33	\$31.38	\$32.45	\$33.56	\$34.72	\$35.93	\$37.16	\$38.44	\$39.77	\$41.14	\$42.53	\$44.02	\$45.53	\$47.15	\$50.12
	60,964.80	63,086.40	65,270.40	67,496.00	69,804.80	72,217.60	74,734.40	77,292.80	79,955.20	82,721.60	85,571.20	88,462.40	91,561.60	94,702.40	98,072.00	104,249.60
18	\$30.78	\$31.82	\$32.94	\$34.07	\$35.25	\$36.48	\$37.74	\$39.04	\$40.38	\$41.76	\$43.21	\$44.71	\$46.24	\$47.89	\$49.51	\$52.60
	64,022.40	66,185.60	68,515.20	70,865.60	73,320.00	75,878.40	78,499.20	81,203.20	83,990.40	86,860.80	89,876.80	92,996.80	96,179.20	99,611.20	102,980.80	109,408.00
19	\$32.33	\$33.46	\$34.61	\$35.79	\$37.03	\$38.31	\$39.65	\$41.00	\$42.41	\$43.86	\$45.37	\$46.94	\$48.61	\$50.24	\$51.99	\$55.19
	67,246.40	69,596.80	71,988.80	74,443.20	77,022.40	79,684.80	82,472.00	85,280.00	88,212.80	91,228.80	94,369.60	97,635.20	101,108.80	104,499.20	108,139.20	114,795.20

Grade/Step 80 hrs 16 step table

Jul 2022

26 pay periods

Employees hired on/after 7/1/11

GRADE	STEP															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
20	\$33.97	\$35.13	\$36.35	\$37.61	\$38.92	\$40.27	\$41.64	\$43.07	\$44.56	\$46.08	\$47.64	\$49.34	\$51.02	\$52.77	\$54.61	\$57.97
	70,657.60	73,070.40	75,608.00	78,228.80	80,953.60	83,761.60	86,611.20	89,585.60	92,684.80	95,846.40	99,091.20	102,627.20	106,121.60	109,761.60	113,588.80	120,577.60
21	\$35.63	\$36.85	\$38.13	\$39.45	\$40.79	\$42.21	\$43.69	\$45.18	\$46.72	\$48.31	\$50.05	\$51.74	\$53.52	\$55.37	\$57.30	\$60.88
	74,110.40	76,648.00	79,310.40	82,056.00	84,843.20	87,796.80	90,875.20	93,974.40	97,177.60	100,484.80	104,104.00	107,619.20	111,321.60	115,169.60	119,184.00	126,630.40
22	\$37.42	\$38.72	\$40.03	\$41.43	\$42.89	\$44.37	\$45.88	\$47.45	\$49.05	\$50.81	\$52.56	\$54.37	\$56.24	\$58.19	\$60.18	\$63.93
	77,833.60	80,537.60	83,262.40	86,174.40	89,211.20	92,289.60	95,430.40	98,696.00	102,024.00	105,684.80	109,324.80	113,089.60	116,979.20	121,035.20	125,174.40	132,974.40
23	\$39.27	\$40.63	\$42.05	\$43.49	\$44.99	\$46.54	\$48.13	\$49.78	\$51.53	\$53.31	\$55.14	\$57.03	\$59.02	\$61.02	\$63.16	\$67.16
	81,681.60	84,510.40	87,464.00	90,459.20	93,579.20	96,803.20	100,110.40	103,542.40	107,182.40	110,884.80	114,691.20	118,622.40	122,761.60	126,921.60	131,372.80	139,692.80
24	\$41.25	\$42.67	\$44.13	\$45.66	\$47.25	\$48.86	\$50.53	\$52.30	\$54.10	\$55.96	\$57.88	\$59.90	\$61.96	\$64.10	\$66.32	\$70.49
	85,800.00	88,753.60	91,790.40	94,972.80	98,280.00	101,628.80	105,102.40	108,784.00	112,528.00	116,396.80	120,390.40	124,592.00	128,876.80	133,328.00	137,945.60	146,619.20
25	\$43.29	\$44.79	\$46.39	\$47.96	\$49.58	\$51.29	\$53.06	\$54.91	\$56.79	\$58.76	\$60.78	\$62.87	\$65.05	\$67.29	\$69.60	\$73.96
	90,043.20	93,163.20	96,491.20	99,756.80	103,126.40	106,683.20	110,364.80	114,212.80	118,123.20	122,220.80	126,422.40	130,769.60	135,304.00	139,963.20	144,768.00	153,836.80
26	\$45.45	\$47.09	\$48.69	\$50.33	\$52.07	\$53.87	\$55.74	\$57.65	\$59.66	\$61.68	\$63.85	\$66.04	\$68.32	\$70.68	\$73.10	\$77.67
	94,536.00	97,947.20	101,275.20	104,686.40	108,305.60	112,049.60	115,939.20	119,912.00	124,092.80	128,294.40	132,808.00	137,363.20	142,105.60	147,014.40	152,048.00	161,553.60
27	\$47.81	\$49.45	\$51.13	\$52.89	\$54.70	\$56.62	\$58.55	\$60.60	\$62.67	\$64.83	\$67.07	\$69.39	\$71.78	\$74.26	\$76.83	\$81.59
	99,444.80	102,856.00	106,350.40	110,011.20	113,776.00	117,769.60	121,784.00	126,048.00	130,353.60	134,846.40	139,505.60	144,331.20	149,302.40	154,460.80	159,806.40	169,707.20
28	\$50.17	\$51.89	\$53.68	\$55.52	\$57.45	\$59.40	\$61.49	\$63.59	\$65.80	\$68.07	\$70.42	\$72.83	\$75.33	\$77.93	\$80.62	\$85.61
	104,353.60	107,931.20	111,654.40	115,481.60	119,496.00	123,552.00	127,899.20	132,267.20	136,864.00	141,585.60	146,473.60	151,486.40	156,686.40	162,094.40	167,689.60	178,068.80
A									\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.61
									41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,268.80
B					\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.66
					41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	56,784.00	58,718.40	61,692.80
C	\$20.11	\$20.81	\$21.53	\$22.27	\$23.05	\$23.84	\$24.66	\$25.51	\$26.38	\$27.30	\$28.23	\$29.24	\$30.24	\$31.26	\$32.34	\$34.29
	41,828.80	43,284.80	44,782.40	46,321.60	47,944.00	49,587.20	51,292.80	53,060.80	54,870.40	56,784.00	58,718.40	60,819.20	62,899.20	65,020.80	67,267.20	71,323.20
C+	\$20.76	\$21.46	\$22.20	\$22.96	\$23.75	\$24.58	\$25.41	\$26.29	\$27.19	\$28.13	\$29.11	\$30.13	\$31.14	\$32.24	\$33.35	\$34.92
	43,180.80	44,636.80	46,176.00	47,756.80	49,400.00	51,126.40	52,852.80	54,683.20	56,555.20	58,510.40	60,548.80	62,670.40	64,771.20	67,059.20	69,368.00	72,633.60
D	\$22.12	\$22.87	\$23.65	\$24.49	\$25.33	\$26.20	\$27.10	\$28.03	\$29.00	\$30.00	\$31.05	\$32.11	\$33.20	\$34.35	\$35.52	\$37.86
	46,009.60	47,569.60	49,192.00	50,939.20	52,686.40	54,496.00	56,368.00	58,302.40	60,320.00	62,400.00	64,584.00	66,788.80	69,056.00	71,448.00	73,881.60	78,748.80
E	\$23.37	\$24.16	\$24.97	\$25.85	\$26.74	\$27.68	\$28.61	\$29.60	\$30.61	\$31.68	\$32.77	\$33.89	\$35.05	\$36.26	\$37.50	\$39.71
	48,609.60	50,252.80	51,937.60	53,768.00	55,619.20	57,574.40	59,508.80	61,568.00	63,668.80	65,894.40	68,161.60	70,491.20	72,904.00	75,420.80	78,000.00	82,596.80
F	\$25.64	\$26.52	\$27.44	\$28.40	\$29.37	\$30.38	\$31.43	\$32.53	\$33.65	\$34.82	\$36.02	\$37.27	\$38.54	\$39.87	\$41.26	\$43.86
	53,331.20	55,161.60	57,075.20	59,072.00	61,089.60	63,190.40	65,374.40	67,662.40	69,992.00	72,425.60	74,921.60	77,521.60	80,163.20	82,929.60	85,820.80	91,228.80
G	\$26.95	\$27.87	\$28.81	\$29.81	\$30.87	\$31.89	\$33.00	\$34.14	\$35.32	\$36.55	\$37.81	\$39.10	\$40.46	\$41.85	\$43.27	\$45.99
	56,056.00	57,969.60	59,924.80	62,004.80	64,209.60	66,331.20	68,640.00	71,011.20	73,465.60	76,024.00	78,644.80	81,328.00	84,156.80	87,048.00	90,001.60	95,659.20
H	\$29.69	\$30.67	\$31.77	\$32.85	\$33.98	\$35.15	\$36.36	\$37.62	\$38.93	\$40.28	\$41.66	\$43.08	\$44.57	\$46.09	\$47.65	\$50.73
	61,755.20	63,793.60	66,081.60	68,328.00	70,678.40	73,112.00	75,628.80	78,249.60	80,974.40	83,782.40	86,652.80	89,606.40	92,705.60	95,867.20	99,112.00	105,518.40
I	\$33.09	\$34.25	\$35.43	\$36.64	\$37.90	\$39.19	\$40.56	\$41.96	\$43.39	\$44.89	\$46.47	\$48.05	\$49.68	\$51.40	\$53.18	\$56.62
	68,827.20	71,240.00	73,694.40	76,211.20	78,832.00	81,515.20	84,364.80	87,276.80	90,251.20	93,371.20	96,657.60	99,944.00	103,334.40	106,912.00	110,614.40	117,769.60